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ABSTRACT

Examining employment of American Indians in New Mexico state government, the New Mexico Advisory Committee to the U.S. Commission on Civil Rights found little change between small numbers of Indian employees in 1972 and 1974 figures. Though the State Personnel Office has made efforts to institute new programs and policies related to Indian employment, major deterrents remain in the lower Indian educational level, location of state jobs away from Indian populations, and written qualification tests that are not always job related and which contain language and cultural barriers. Committee recommendations were made for each of the following findings: (1) only 2 percent of state government employees are Indians; (2) these employees are concentrated in three agencies (Employment Security Commission, Health and Social Services, Highway Department), and are predominately in lower paying positions; (3) specific standards are lacking for required state agency annual affirmative action plans; (4) written tests are still the main job qualification instrument; (5) an outreach program responsible for contacting and recruiting minority applicants and upgrading employees has had little impact; (6) no systemwide cultural awareness program exists to educate state personnel about Indian values and cultural needs; and (7) lack of consistent state effort to actively recruit American Indians for employment. (RS)

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INDIAN EMPLOYMENT IN NEW MEXICO STATE GOVERNMENT

—A report of the New Mexico Advisory Committee to the United States Commission on Civil Rights prepared for the information and consideration of the Commission. This report will be considered by the Commission, and the Commission will make public its reaction. In the meantime, the findings and recommendations of this report should not be attributed to the Commission, but only to the New Mexico Advisory Committee.

August 1975

RC 010712

INDIAN EMPLOYMENT IN NEW MEXICO STATE GOVERNMENT

--A report prepared by the New Mexico Advisory Committee to the United States Commission on Civil Rights

ATTRIBUTION:

The findings and recommendations contained in this report are those of the New Mexico Advisory Committee to the United States Commission on Civil Rights and, as such, are not attributable to the Commission.

This report has been prepared by the State Advisory Committee for submission to the Commission, and will be considered by the Commission in formulating its recommendations to the President and the Congress.

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LETTER OF TRANSMITTAL

NEW MEXICO ADVISORY COMMITTEE
TO THE U.S. COMMISSION ON CIVIL
RIGHTS - August 1975

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Sirs and Madam:

The New Mexico Advisory Committee submits this report pursuant to its responsibility to inform the Commission about civil rights problems in this State. Through its investigation, the Advisory Committee concludes that while significant policies and programs relating to Indian employment in New Mexico State government have been instituted since the Commission held the Southwest Indian hearings in November 1972, little overall change has occurred.

In May 1973 the Commission issued the Southwest Indian Report. As a followup to the Commission report, the New Mexico Advisory Committee undertook this study of State employment of American Indians. The Advisory Committee collected updated statistical material for comparison with data collected prior to the Commission hearing held in Albuquerque, New Mexico, slightly more than 2 years ago. In May 1974 an open meeting was convened in Santa Fe to receive testimony from State officials regarding employment opportunities for American Indians in New Mexico State government.

This report examines the employment situation for Indian people in the State government. It analyzes and compares 1972, 1973, and 1974 data on hiring and utilization of American Indians in all areas of State employment. It also examines efforts being made by the State of New Mexico to change the employment patterns found by the Commission. We find that there has been little significant change in the total number of American Indians employed by the State despite efforts on the part of the State Personnel Office to institute new programs and policies to reverse the trend of previous years. Those Indians who are employed in State government are concentrated mainly in the lower job levels.

This followup report confirms the Commission's findings and includes recommendations to reinforce those resulting from the Commission hearings.

We are urging that the State of New Mexico, especially the State Personnel Office, implement policies and programs that will increase the number of American Indians in New Mexico State government at all levels. We are also asking that the various State agencies take a greater role in recruiting and hiring American Indians.

We are confident that you will use your national prestige to help us make inroads into a problem that has long troubled this State.

Respectfully,

/s/

STERLING F. BLACK
Chairperson

ACKNOWLEDGMENTS

The Advisory Committee wishes to thank the staff of the Commission's Southwestern Regional Office for its help in the preparation of this report. Research and writing assistance was provided by Ernest J. Gerlach, with support from John F. Dulles, II, equal opportunity specialist; Gloria Cabrera, regional attorney; and Norma Valle, secretary; working under the direction of J. Richard Avena, regional director. The overall project was coordinated by John F. Dulles, II.

Final edit and review was conducted in the Commission's Office of Field Operations, Washington, D.C., by editor Laura Chin, assisted by Bruce Newman and Mary Newman, under the direction of Bonnie Mathews, acting chief editor. Preparation of all State Advisory Committee reports is supervised by Isaiah T. Creswell, Jr., Assistant Staff Director for Field Operations.

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I. INTRODUCTION

During the latter part of 1972, the U.S. Commission on Civil Rights conducted in Albuquerque, New Mexico, the first in a series of major Commission hearings to examine the civil rights and related social and economic problems of American Indians. One of the major findings to emerge out of this hearing was the small number of Indians employed in New Mexico State government. Testimony received at this hearing revealed that State agencies employed only about 200 American Indians or less than 2 percent out of a total State employment of approximately 11,000 in 1971.[1]

The picture emerging from the pages of The Southwest Indian Report (issued 1973) with regard to Indian employment was one of great insensitivity to Indian culture and needs. Negative stereotypes of Indians were often detrimental to equal employment opportunity. Indians were not only underrepresented in the State work force, but also locked into lower salary levels. The State, it appeared, was not trying to change the situation.

In May 1974 the New Mexico Advisory Committee to the U.S. Commission on Civil Rights conducted a 1 1/2 day open meeting at the State Personnel Office in Santa Fe, New Mexico, to examine the current employment of American Indians in New Mexico State government. Another objective of this open meeting was to measure the

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1. U.S. Commission on Civil Rights, The Southwest Indian Report (May 1973), p. 11.

progress, if any, of State agencies in recruiting, hiring, and promoting Indians since the 1972 Commission hearings. Agencies which were represented at these hearings were recalled. Other important State agencies which were not represented at that time were included in the May 1974 open meeting. In all, more than 25 State officials were invited to express their views concerning Indian employment in New Mexico State government.

This report is based on material obtained through this open meeting and from extensive followup activities by the Advisory Committee and Commission staff. The New Mexico Advisory Committee hopes that this report will stimulate the State of New Mexico to develop programs to increase the employment of American Indians in State government. Toward this end, the Advisory Committee has included a statement of findings and recommendations.

The Advisory Committee also wishes to extend its gratitude to the many people who helped to make the open meeting possible. The Committee especially wishes to thank Hon. Bruce King, former Governor of New Mexico, and Jerry Manzagol, former director of the New Mexico State Personnel Office, and his staff for their cooperation.

II. DEMOGRAPHIC CHARACTERISTICS OF NEW MEXICO: AN OVERVIEW

A. Population Characteristics

The 1970 Census reported a population of 1,015,998 in New Mexico. Slightly more than 400,000 or approximately 40 percent of the population is Mexican American; about 19,500 or less than 2 percent of the State's population is black.[2] According to the Bureau of the Census, nearly 72,000 American Indians live in New Mexico, constituting about 7 percent of the State's population.[3]

Approximately one-third of the population in the State is concentrated in the Albuquerque Standard Metropolitan Statistical Area (SMSA).[4] According to the 1970 Census, the Albuquerque SMSA, which is coextensive with Bernalillo County, has a total population of 315,774. Mexican Americans constitute nearly 40 percent of the population in the metropolitan area. Blacks and American Indians, on the other hand, each constitute less than 2 percent of the total population in the Albuquerque SMSA.

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2. U.S., Bureau of the Census, Census of Population: 1970, General Social and Economic Characteristics, Final Report PC(1)-C33, New Mexico, Table 49 (hereafter cited as Final Report PC(1)-C33, New Mexico). The Commission prefers to use "Spanish speaking background" to identify persons of Spanish heritage or descent. Mexican American is used in this report since it is the regional term.

3. U.S., Bureau of the Census, Census of Population: 1970, Subject Reports PC(2)-1F American Indians, Table 1 (hereafter cited as Subject Reports PC(2)-1F American Indians).

4. The Census Bureau defines an SMSA as a county or group of contiguous counties which contain at least one city of 50,000 people or more, or twin cities with a combined population of at least 50,000. Contiguous counties are included in an SMSA if they are socially and economically integrated with the central city.

Despite an apparent national trend of Indians shifting from rural to urban areas, few Indians in New Mexico live in cities. About 13,405 Indians or approximately 19 percent of the total Indian population in the State reside in urban areas. Most are concentrated in four cities: Albuquerque (5,822), Farmington (1,450), Gallup (2,141), and Hobbs (1,202).[5]

More than 60 percent of the Indian population in New Mexico is located in two counties: San Juan (18,138) and McKinley (25,904). There are also significant numbers of Indians living in Otero County (1,620), Rio Arriba County (2,755), Sandoval County (6,495), and Valencia County (6,080). Bernalillo County, which includes the city of Albuquerque, has approximately 5,839 Indian residents. (See Table 1).

In a special survey undertaken by the New Mexico Commission on Indian Affairs in 1972 to update Census figures, it was determined that about 80,000 Indians reside in the State. The vast majority (approximately 64,000) of all Indians in New Mexico live on reservations. (See Table 2)

There are 26 reservations in the State. The largest reservation is the Navajo Reservation. The New Mexico Commission on Indian Affairs estimates that approximately 53,000 Navajos reside in the State; the majority live on the Navajo Reservation. The next largest reservation is the Zuni with a population of 5,500. (Figure 1 shows the location of all reservations in the State).

B. Income Characteristics

The 1970 Census reported that the median family income[6] for the State is $7,849.[7] The median family income for white families in New Mexico is $8,117; the median income for American Indian

5. *Subject Reports PC(2)-1F American Indians, Table 1.*

6. *The median family income is defined as the amount which divides the distribution of all families of the particular ethnic group of the particular area into two equal subgroups, one subgroup having incomes above the median and the other having incomes below the median.*

7. *Final Report PC(1)-C33, New Mexico, Table 44.*

Table 1

Indian Population by County
New Mexico: 1970

County	Total Population 1/ 1,015,998	Indian Population 2/ 71,582	% Indian 7.2%
Bernalillo	315,774	5,839	1.7
Catron	2,202	10	0.4
Chaves	43,331	603	1.3
Colfax	12,170	45	0.4
Curry	39,517	116	0.3
DeBaca	2,547	2	---
Dona Ana	69,773	207	0.3
Eddy	41,119	83	0.2
Grant	22,030	84	0.4
Guadalupe	4,969	5	0.1
Harding	1,174	7	0.6
Hidalgo	4,908	20	0.4
Lea	49,554	175	0.3
Lincoln	7,560	82	1.0
Los Alamos	15,198	71	0.5
Luna	11,706	9	---
McKinley	43,208	25,904	59.9
Mora	4,673	2	---
Otero	41,097	1,620	3.9
Quay	10,903	18	0.2
Rio Arriba	25,170	2,755	10.9
Roosevelt	16,479	97	0.5
Sandoval	17,492	6,495	37.1
San Juan	52,515	18,138	34.5
San Miguel	21,951	91	0.4
Santa Fe	53,756	1,095	2.0
Sierra	7,189	16	0.2
Socorro	9,763	707	7.2
Taos	17,516	1,193	6.8
Torrance	5,290	7	0.1
Union	4,925	2	---
Valencia	40,539	6,080	14.9

1/ U.S., Bureau of the Census, Census of Population: 1970, General Social and Economic Characteristics. Final Report PC(1)-C33 New Mexico, Table 119 Social Characteristics for Counties: 1970.

2/ U.S. Commission on Civil Rights, Socio-Economic Profile of American Indians in Arizona and New Mexico, Staff Report #1 (November 1972), Table 5.

Table 2

Estimated Indian Population On and Adjacent to Reservations in New Mexico - 1972

Tribe	County	Resident Population	Total Land Acreage in New Mexico
Acoma Pueblo	Valencia	2,000	245,672
Cochiti Pueblo	Sandoval	500	28,779
Isleta Pueblo	Torrence	1,859	210,948
	Bernalillo		
	Valencia		
Jemez Pueblo	Sandoval	1,298	88,867
Jicarilla Apache	Rio Arriba	3,278	742,315
	Sandoval		
Laguna Pueblo	Valencia	3,028	417,454
	Sandoval		
	Bernalillo		
Mescalero Apache	Otero	1,850	460,384
Nambe Pueblo	Santa Fe	175	19,075
Picuris Pueblo	Taos	98	14,947
Pojoaque Pueblo	Santa Fe	61	11,600
Ramah Navajo Band	McKinley	1,400	15,461
	Valencia	173	
Sandia Pueblo	Sandoval	201	22,885
San Felipe Pueblo	Sandoval	1,360	48,930
San Ildefonso Pueblo	Santa Fe	284	26,192
San Juan Pueblo	Rio Arriba	1,025	12,234
Santa Ana Pueblo	Sandoval	400	42,528
Santa Clara Pueblo	Santa Fe	724	45,748
	Rio Arriba		
Santo Domingo Pueblo	Sandoval	2,045	69,260
Taos Pueblo	Taos	1,201	47,341
Tesuque Pueblo	Santa Fe	216	16,813
Zia Pueblo	Sandoval	438	112,511
Zuni Pueblo	McKinley	5,500	407,247
	Valencia		
Alamo Navajo Band	Socorro	926	58,669
Canocito Navajo Band	Valencia	1,033	77,084
	Bernalillo		
Navajo Reservation in New Mexico	McKinley	24,157	2,383,015
	Rio Arriba	30	
	Sandoval	2,402	
	San Juan	22,635	
Ute Mountain Tribe	San Juan	20	591,670
		80,317	6,217,629

SOURCE: State of New Mexico, Commission on Indian Affairs, January 28, 1972.

Indian Reservations in New Mexico

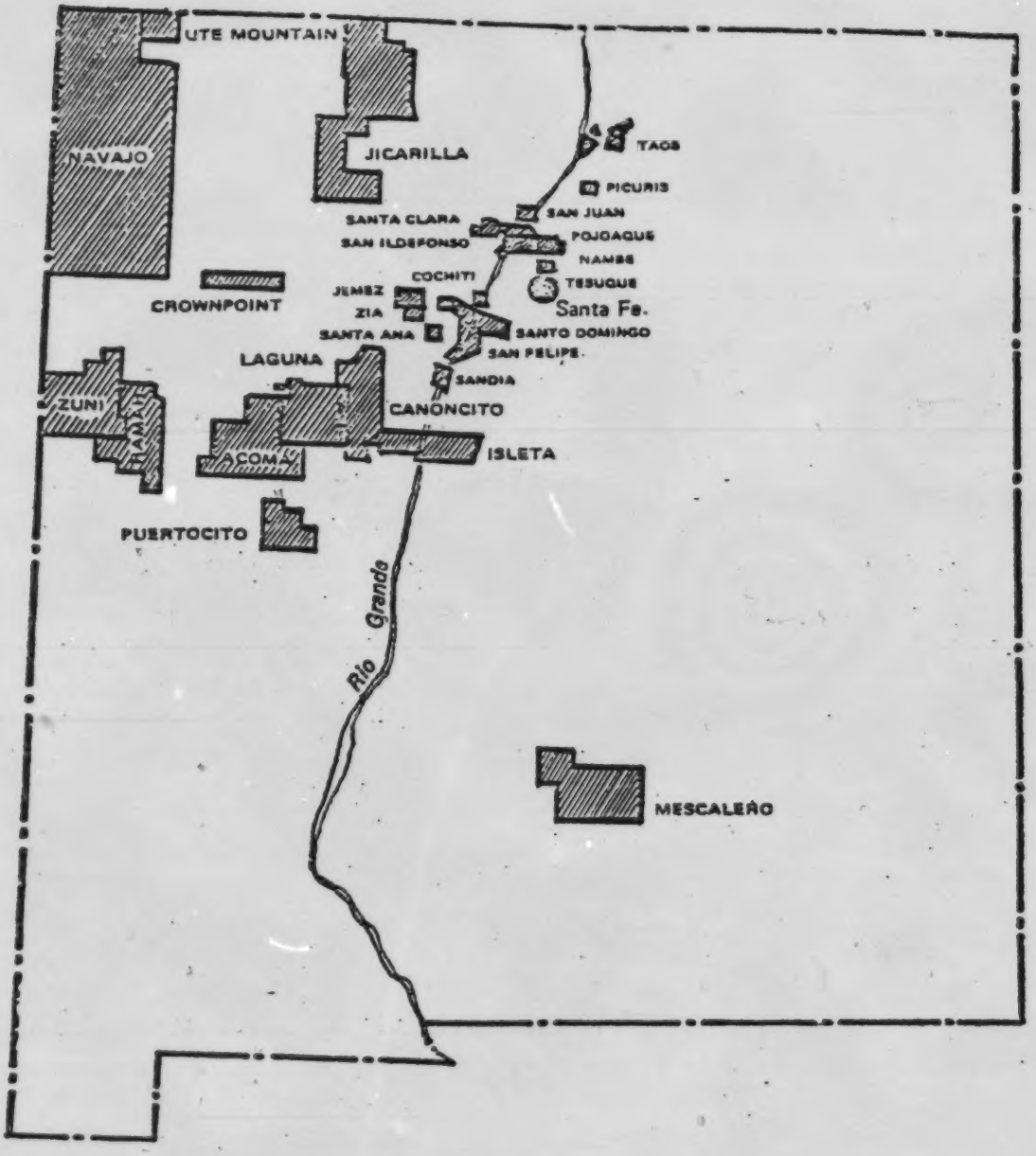

FIGURE 1

SOURCE: State of New Mexico, Commission on Indian Affairs.

families, however, is almost half that amount. This disparity in income appears to be true for both the urban and rural parts of the State. (See Table 3)

Table 3

Median Family Income by Ethnic Group
New Mexico: 1970

Ethnic Group	State	Urban	Rural
Total	$7,849	$8,493	$6,302
Anglo	8,117	8,619	6,769
Black	5,204	5,178	5,516
Mexican American	6,057	6,576	5,116
American Indian[1]	4,327	6,446	3,784

1. Subject Reports PC(2)-1F American Indians, Table 9.

Source: U.S., Bureau of the Census, Census of Population: 1970, General Social and Economic Characteristics, Final Report PC(1)-C33, New Mexico, Table 57. In this and the following tables, Anglo and Mexican American are used in lieu of white and Spanish language groups, respectively.

A high incidence of poverty characterizes the Indian population in New Mexico. [8] More than 50 percent of the Indian population earn incomes below the poverty level. [8] In contrast, only about 19 percent of the total population in the State receive annual incomes that are less than the poverty threshold level defined by the U.S. Bureau of the Census.[9]

8. Subject Reports PC(2)-1F American Indians, Table 9.

9. In 1969 the poverty thresholds ranged from $1,487 for a female unrelated individual 65 years old and over living on a farm to $6,116 for a nonfarm family with a male head and with seven or more persons. The average poverty threshold for a nonfarm family of four headed by a male in 1969 was $3,745. Poverty thresholds are computed on a national basis only. No attempt is made to adjust these thresholds for regional, State, or other local variations in the cost of living.

The annual median family income of Indians residing on reservations in New Mexico ranges from a low of $1,372 on the Zuni Reservation to a high of $4,500 on Jicarilla Reservation.[10] Overall, family income below the poverty level is three times more prevalent among Indians living on reservations than the total State population.

Per capita income for Indians in New Mexico is less than half that of the total population. In 1970, for example, the per capita income for Indians in New Mexico was about $1,000;[11] per capita income for the State population was nearly $2,500.[12]

C. Educational Characteristics

More than 20,000 Indian children attend public schools in New Mexico, constituting about 7.5 percent of the public school population in the State. Most of the Indian school population are concentrated in three counties: McKinley (60 percent of the public school enrollment); Sandoval (50 percent); and San Juan (30 percent). In addition, approximately 10,000 Indian children attend BIA-operated boarding and day schools.[13]

The median number of school years completed by persons 25 years old and over in New Mexico is 12.2 years.[14] For Indians, however, the median is 8.1 years.[15] Table 4 shows the median number of school years completed by race and sex for urban and rural areas in the State.

10. *U.S., Department of Commerce, Economic Development Administration, Federal and State Indian Reservations: An EDA Handbook (January 1971), pp. 248-297 (hereafter cited as Federal and State Indian Reservations: An EDA Handbook).*

11. *Subject Reports PC(2)-1F American Indians, Table 9.*

12. *Final Report, PC(1)-C33, New Mexico, Table 57.*

13. *U.S. Commission on Civil Rights, Socio-Economic Profile of American Indians in Arizona and New Mexico, Staff Report #1 (November 1972), p. 7 (hereafter cited as Profile, Staff Report #1).*

14. *Final Report PC(1)-C33, New Mexico, Table 52.*

15. *Subject Reports PC(2)-1F American Indians, Table 3.*

Table 4

Median School Years Completed by Race and Sex: 1970

Ethnic Group	State		Urban		Rural	
	(M)	(F)	(M)	(F)	(M)	(F)
Total	12.2	12.1	12.4	12.3	10.3	10.6
Anglo	12.3	12.2	12.4	12.3	10.6	11.3
Black	11.2	10.6	11.5	10.6	7.0	9.6
Mexican American	9.8	9.6	10.8	10.3	8.5	8.7
American Indian[1]	8.1		11.5		6.8	

1. Subject Reports PC(2)-1F American Indians, Table 3. No data were available by sex.

Source: U.S., Bureau of the Census, Census of Population: 1970, General Social and Economic Characteristics, PC(1)-C33, New Mexico, Table 51.

Comparisons of median number of school years completed by various population groups, 25 years and older in New Mexico, show a lower level of completion for American Indians than for Anglos, Mexican Americans, or blacks. The one exception is the relatively high level attained by Indians living in urban areas. However, this figure (11.5) is misleading since less than 20 percent of the Indian population in New Mexico reside in urban areas.

The number of years of schooling completed by Indians varies with each tribe. For example, the number of years completed by Indians living on pueblos in New Mexico range from a low of 3.0 years on the San Felipe and Santa Ana Pueblos to a high of 9.0 years on the Cochiti Pueblo.[16]

16. *Federal and State Indian Reservations: An EDA Handbook*.

Although the educational attainment level among Indians is low when compared with other population groups, it has been increasing in recent years. In New Mexico the median number of school years completed by Indian males and females under 34 years of age is 11.0 and 10.2, respectively; the median for Indian males and females between the ages of 35 and 44 is 8.2 years. The older the population, the lower the median.[17]

Despite the fact that more Indian children are staying in school longer, serious disparities continue to exist. More than 30 percent of the Indian population 25 years old and over have had less than 5 years of schooling. In contrast, less than 9 percent of the total population in New Mexico have had less than a fifth grade education. Although more than 50 percent of the State population have graduated from high school, only 21 percent of the Indian population have done so.[18]

Similar comparisons can also be made in the number of persons completing 4 or more years of college. Nearly 13 percent of the State's population have college degrees. Less than 2 percent of the Indian population in New Mexico have a college education.[19]

Indian children have particular difficulties which complicate their educational experiences. Many must learn English as a second language. A large proportion living in New Mexico have grown up in isolation, both geographically and socially, from the majority society. Upon entering public school, they encounter new concepts, values, and attitudes. All these factors contribute to the extreme disparities in the educational achievement of Indian children.

17. *Subject Reports PC(2)-1F American Indians, Table 5.*

18. *Ibid., Table 3.*

19. *Final Report PC(1)-C33, New Mexico.*

D. Employment Characteristics

The work force 16 years old and over in New Mexico consists of approximately 360,000 persons. Nearly 76 percent of all white males and 37 percent of all white females in the State are in the work force.[20] In comparison, only about 50 percent of all Indian males and approximately 30 percent of all Indian females in New Mexico are in the work force.[21]

The average rate of unemployment in the State is approximately 6 percent. The unemployment rates among Anglo males and females are about 5 and 7 percent, respectively. In contrast, the unemployment rates among Indian males and females, 16 years old and over, is almost twice those of the Anglo population. Table 5 describes the unemployment status of the State's population by race and sex for both urban and rural areas.

Table 5

Unemployment Status[1] by Race, Sex, Urban and Rural Residence: New Mexico

Ethnic Group	State		Urban		Rural Nonfarm		Rural Farm	
	M	F	M	F	M	F	M	F
Total	5.2%	6.7%	4.8%	6.8%	6.5%	6.3%	4.3%	7.6%
Anglo	4.8%	6.6%	4.6%	6.7%	5.6%	6.0%	3.2%	6.9%
Mexican American	6.9%	8.2%	6.4%	8.5%	8.2%	6.8%	7.0%	9.9%
Black	8.9%	9.4%	8.7%	9.6%	13.3%	8.3%	[3]	[3]
American Indian	13.1%	8.1%	12.9%	7.9%	13.1%[2]	8.2%[2]	[4]	[4]

1. Applicable to persons aged 16 and over.
2. Applicable to total rural area (i.e. rural nonfarm and rural farm areas).
3. Less than 0.1 percent.
4. Not available.

Source: U.S., Bureau of the Census, Census of Population: 1970, General Social and Economic Characteristics, Final Report PC(1)-C33, New Mexico, Table 53.

20. *Final Report PC(1)-C33, New Mexico, Table 53.*

21. *Subject Reports PC(2)-1F American Indians, Table 4.*

The Bureau of Indian Affairs has estimated that in 1972 approximately 29,000 Indians in the State were of working age. Of this total, about 11,000 or approximately 38 percent were reported to be unemployed and another 5,230 were classified as underemployed.[22] On many reservations in New Mexico, nearly 50 percent of the Indian labor force is either unemployed or underemployed.

Slightly more than 17 percent of the Indian males and 15 percent of the Indian females in the labor force are employed in white collar jobs. In contrast, nearly 38 percent of the Anglo males and 33 percent of the Anglo females in the labor force are employed in white collar occupations. (See Figure 2)

Blue collar employment accounts for nearly 71 percent of the Indian labor force in New Mexico. More than 60 percent of all the Indian males and approximately 24 percent of the Indian females are employed as craftsmen, operatives, laborers, and farm workers.

In the service category, about 37 percent of the Indian females and slightly more than 13 percent of the Indian males are employed as service workers.[23] In comparison, approximately 24 percent of the Anglo females and about 9 percent of the Anglo males are in this occupational group.

A study conducted by the Equal Employment Opportunity Commission (EEOC) in 1970 showed that American Indians comprise only a small part of the total nongovernment labor force in New Mexico. The EEOC surveyed 466 private businesses throughout the State. These companies employed approximately 77,300 persons; 2,968 were Indians.[24]

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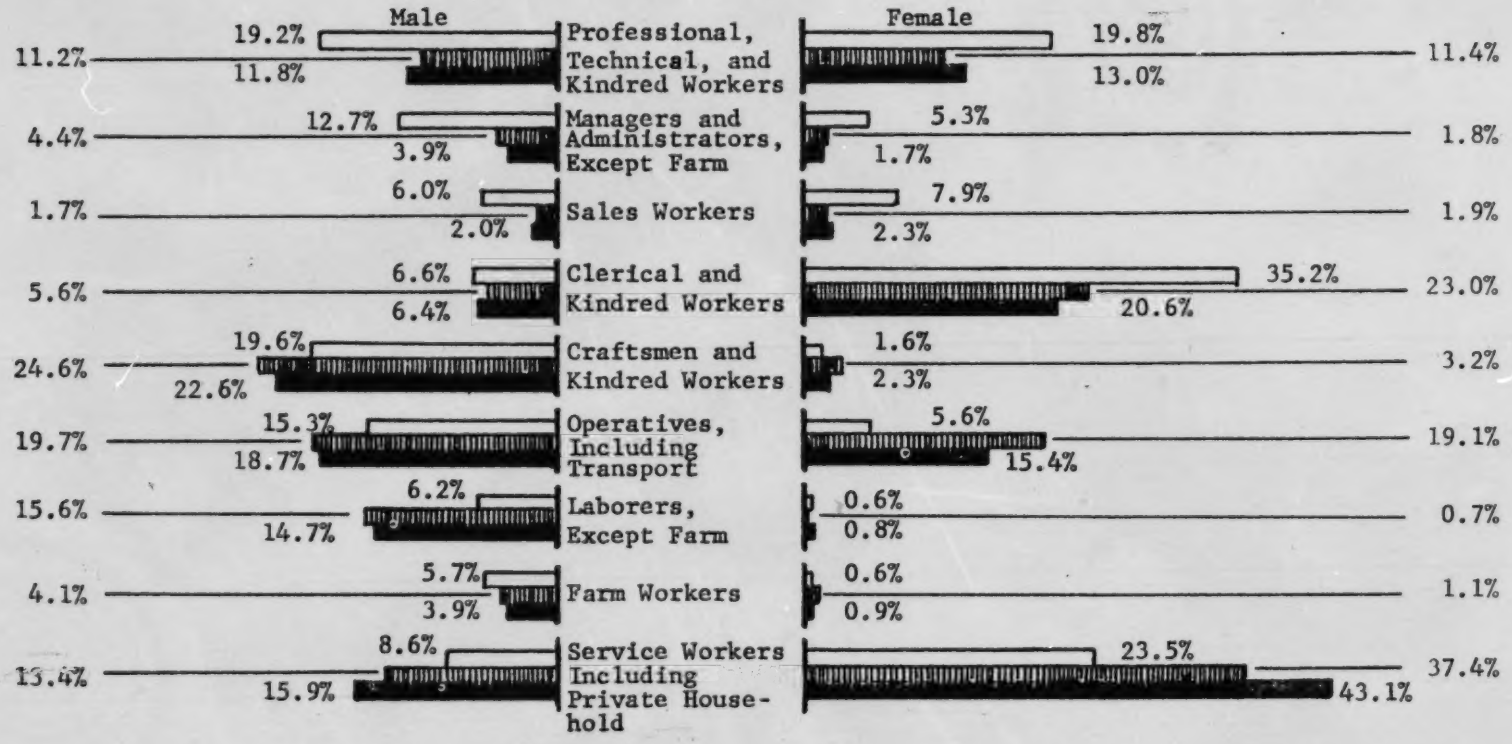
22. Profile, Staff Report #1, Table 25B.

23. The service occupational category includes: cleaning service workers, food service workers, health services, personal services, protective services, and private household workers. U.S., Bureau of the Census, Census of Population: 1970, Classified Index of Industries and Occupations.

24. Profile, Staff Report #1, Table 26.

FIGURE 2

Occupation Group of Employed Persons:
1970 New Mexico
Percent Distribution by Sex



1. U.S. Bureau of the Census, General Social and Economic Characteristics: New Mexico, 1970 Census of Population, Series PC(1)-C33,pp. 33-95.
2. U.S. Bureau of the Census, Subject Report: American Indians (1970), Table 7, p. 107.
3. U. S. Bureau of the Census, General Social and Economic Characteristics: New Mexico, 1970 Census of Population, Series PC(1)-C33,pp. 33-95.

A large proportion of the Indian labor force surveyed by the EEOC were concentrated in blue collar occupations. Fifty percent of the 2,968 Indian employees surveyed were employed as operatives; more than 8 percent were employed as unskilled laborers; and approximately 7 percent were employed in various service occupations. Only about 5 percent were employed in white collar or skilled categories. More than 60 percent of all Indian males and approximately 30 percent of the Indian females were employed in low-skilled jobs.[25]

Indians constituted about 14.5 percent of all Federal employees in New Mexico as of November 1972. At that time, there was a total of 24,015 employees working for the Federal Government in the State; approximately 3,450 were Indians.[26] A large percentage, however, were concentrated in the lower grade and wage board levels.[27]

Taken as a separate group, more than 86 percent of all the Indians employed by the Federal Government in New Mexico were in grades GS-1 through 8. Only about 10 percent of all Indian employees were in grades GS-9 through 11, 2 percent were in grades GS-12 through 13, and less than 1 percent were in grades GS-14 through 18.[28] (See Table 6)

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25. Ibid.

26. U.S. Civil Service Commission, Minority Group Employment in the Federal Government (November 1972), Table 3-032, New Mexico, p. 355 (hereafter cited as Minority Group Employment in the Federal Government).

27. The GS or General Schedule pay system refers to a standardized Federal pay scale for white-collar employees. The GS system is computed on an annual basis starting at $4,798 for a GS-1 and increasing at each succeeding grade level. The wage board system is mainly for blue-collar Federal employees and is an hourly pay schedule.

28. Minority Group Employment in the Federal Government, p. 355.

Table 6

Grade Distribution of Federal Employees in the GS Pay System: New Mexico, November 1972

Ethnic Group	Grade Level - GS Pay System						
	1-4	5-8	9-11	12-13	14-15	16-18	Total
Total	4,167 (100%)	4,820 (100%)	4,198 (100%)	3,003 (100%)	679 (100%)	23 (100%)	16,890 (100%)
Anglo	1,464 (35.1)	2,700 (56.0)	3,273 (78.0)	2,624 (87.4)	633 (93.2)	23 (100%)	10,717 (63.5)
Black	65 (1.6)	77 (1.6)	99 (2.4)	32 (1.1)	3 (.4)	--	276 (1.6)
Asian American	15 (.4)	13 (.3)	14 (.3)	7 (. .2)	4 (.6)	--	53 (.3)
Mexican American	1,079 (25.9)	1,368 (28.4)	536 (12.8)	286 (9.5)	24 (3.5)	-- --	3,293 (19.5)
American Indian	1,544 (37.1)	662 (13.7)	276 (6.6)	54 (1.8)	15 (2.2)	-- --	2,551 (15.1)

SOURCE: U.S. Civil Service Commission, Minority Group Employment in the Federal Government (November 1972).

Statistics indicate that severe socio-economic disparities exist between American Indians and Anglos in New Mexico. These disparities are evident in almost every important socio-economic category: education, income, and employment. American Indians in New Mexico constitute only a small part of the total labor force in the State. The vast majority of those Indians employed in the private sector are concentrated in low-paying and low-skilled jobs.

With respect to Federal employment, the picture is somewhat better. But even in Federal service, Indians are disproportionately concentrated in the lower grades. More than 95 percent of all the Indians employed by the Federal Government in New Mexico work for only two agencies: The Bureau of Indian Affairs and the Indian Health Service.[29]

Any analysis of Indian employment patterns both on and off reservations is difficult since a large proportion of Indians are not counted in the labor force. Many do not actively seek employment due to lack of training and experience, cultural conflict, or lack of proficiency in the English language.

In a recent survey on the Navajo Reservation, only about 56 percent of the men and 44 percent of the women had spoken and written proficiency in the English language. Lower educational attainment levels and limitations in speaking English place many Indians in unfavorable positions when competing for jobs in the private and public sectors.[30]

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29. U.S. Civil Service Commission, Minority Group Employment in the Federal Government Agency Within State (November 1973).

30. U.S. Commission on Civil Rights, The Employment of American Indians in New Mexico and Arizona, Staff Report #3 (November 1972), p. 1 (hereafter cited as Employment, Staff Report #3).

Indians living on reservations in New Mexico are often isolated from the growth and prosperity of the majority society. The social and economic isolation experienced by other minority groups is compounded for Indians by the geographical isolation of reservations. As a result, residents of reservations usually have little interaction with the majority population. The large land areas and the poor transportation and communication facilities on reservations contribute to the social, economic, and physical isolation of Indians in this State.[31] Poor academic and vocational preparation and widely held negative stereotypes of Indian workers effectively contribute to their lack of employment opportunities in State government.

31. *Ibid., p. 2.*

III. INDIAN EMPLOYMENT IN NEW MEXICO STATE GOVERNMENT

American Indians constitute slightly more than 7 percent of the population in New Mexico. Yet in March 1974 only 237 or about 2 percent of the nearly 12,000 persons employed by the State of New Mexico were Indians.[32] Even though the total number of State jobs has increased significantly over the last 3 years, the overall percentage of Indians employed by the State has remained relatively unchanged. From December 1971 to March 1974, the number of persons employed in State government increased by about 1,340. During this same period, the number of Indians employed in State government increased by only 36.[33]

The low participation of Indians in State employment is a long-term phenomenon in New Mexico. They have a lower percentage of employment in State government than their population percentage would indicate. This is also true of black employment in State government. In contrast, the percentage of Mexican American employment exceeds their population percentage in the State. (See Figure 3).

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32. State of New Mexico, State Personnel Office, Minority Group Report, Mar. 29, 1974.

33. U.S. Commission on Civil Rights, The Southwest Indian Report (May 1973), p. 11. (See also Appendix A).

MINORITY GROUP EMPLOYMENT AS PERCENT OF TOTAL STATE EMPLOYMENT
NEW MEXICO STATE GOVERNMENT: 1971, 1973, 1974

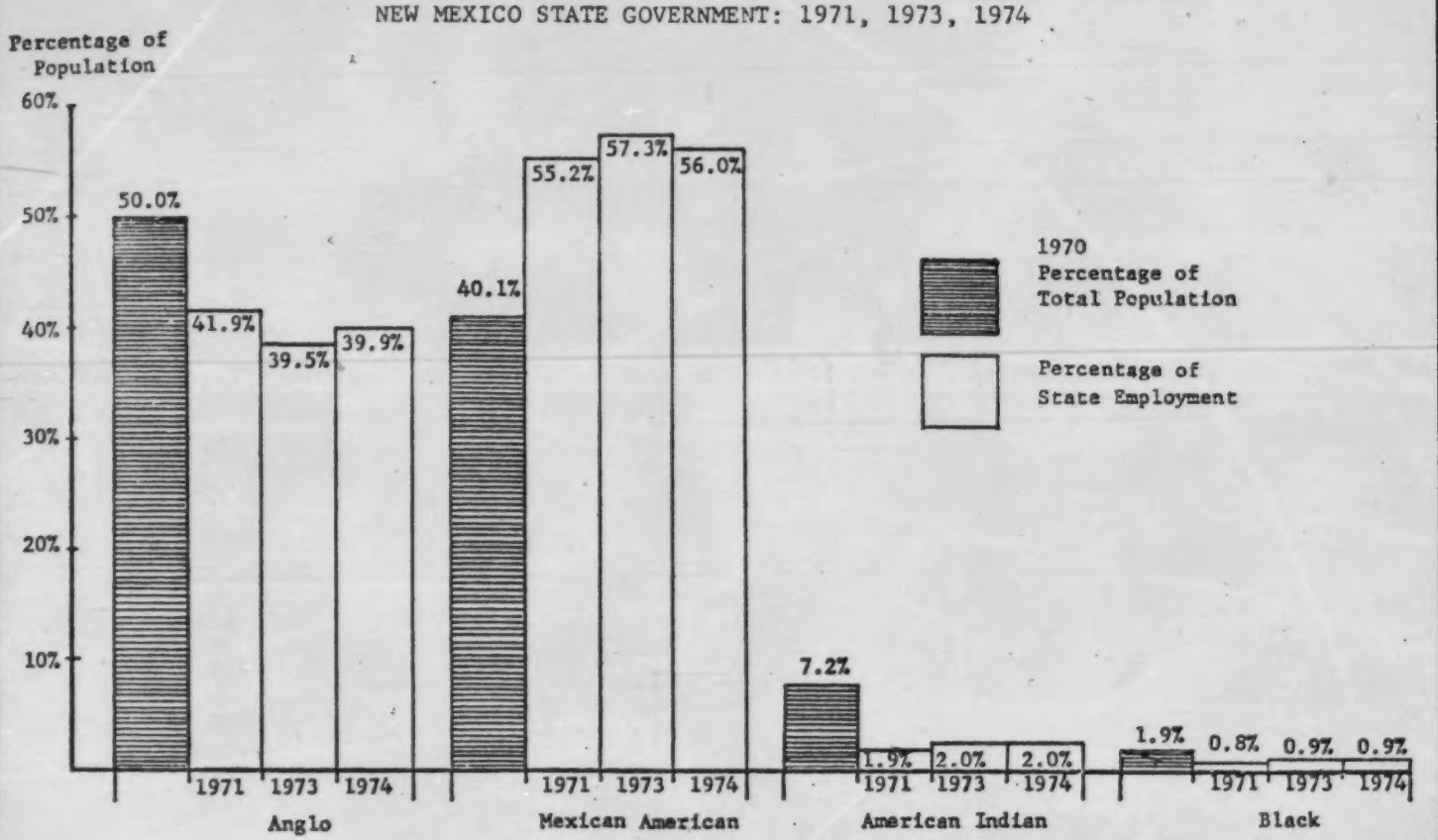

FIGURE 3

SOURCE: State of New Mexico, State Personnel Office, Minority Groups Report, December 1971, August 1973, April 1974.

According to the New Mexico State Personnel Office, the small number of American Indians employed by the State is not indicative of the efforts being made by the State government to recruit Indians. In its annual report, the State Personnel Office noted:

> *From January 1, 1973, through December 31, 1973, a total of 114 Indians were appointed to exempt, probationary, provisional, term appointments and reinstatements. (An additional 17 Indians were hired in temporary appointments.) This represents an appointment rate of almost 55 percent of the number of Indians employed as of December 31, 1972. However, the strides made in Indian recruitment during this period had only a minimal effect in increasing the total number of Indians on the State rolls due to the very high Indian resignation rate during the same period: 76 or 33.3 percent. (An additional 19 Indians were terminated as a result of expirations of appointments and another five (5) were dismissed.)*[34]

The annual report did not fully explain why so few Indians were hired for career-conditional jobs through the State merit system. The majority of the 114 Indians recruited from January 1, 1973, through December 31, 1973, were appointed to probationary or short-term positions. Given the large increase in the number of new job slots developed since 1971 (about 1,340) and the correspondingly small increase in the number of Indians actually employed by the State (36 or about 3 percent of the total number of new employees), the effort to appoint Indians to probationary, provisional, and term positions appears to sidestep the issue of significantly

34. State of New Mexico, State Personnel Office, Minority Groups in State Government: 1973. A Report to the Governor by the New Mexico State Personnel Board (1973), p. 2.

increasing Indian employment.[35] There is no explanation to account for the relatively high attrition rate (33.3 percent) among Indian appointees during that same period of time.

There is an excessively high concentration of Indians in a limited number of agencies. In March 1974, only 28 out of 74 State agencies employed any Indians. More than 70 percent of all Indians employed in State government were working in three major agencies: Employment Security Commission (32), the Department of Health and Social Services (61), and the State Highway Department (74).[36]

One factor which limits Indian employment in New Mexico State government is the location of State jobs relative to the Indian population. More than 60 percent of all State jobs in New Mexico are located in three counties: Bernalillo (1,896), San Miguel (1,173), and Santa Fe (4,390). (See Table 7) On the other hand, more than 85 percent of the Indian population in the State is concentrated in five counties: Bernalillo (5,839), McKinley (25,904), Sandoval (6,495), San Juan (18,438), and Valencia (6,080).[37] (See Figures 4 and 5) These five counties had more than 2,800 positions or nearly one-fourth of all State jobs in March 1974, yet only 160 or 5.7 percent were held by Indians.

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35. The following definitions apply:

Term Appointment: An appointment to meet the requirements of a project or program of limited duration such as a one-time Federal program or a pilot program funded by the State. Any such appointment must not be for less than 6 months.

Probationary Appointment: The appointment of a person to a classified position other than temporary from an open competitive list. The probationary period for new State employees is 1 year.

Provisional Appointment: An appointment of an applicant who meets the minimum qualifications of the class pending the establishment of an eligible list for that class.

Source: State of New Mexico, State Personnel Board, State Personnel Board Regulations (October 1973).

36. State of New Mexico, State Personnel Office, Minority Groups Report, Part I, State Totals, Computer Printout, Mar. 29, 1974.

37. Profile, Staff Report #1, Table 5.

Table 7

Racial/Ethnic Distribution of State Employees

by County: New Mexico, 1974

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	906	890	57	39	2	2	1,896
Catron	18	26	0	0	0	0	44
Chaves	394	157	1	15	3	0	570
Colfax	131	136	2	0	0	0	269
Curry	100	29	0	2	0	0	131
De Baca	7	11	0	0	0	0	18
Dona Ana	137	128	0	7	0	0	272
Eddy	94	22	0	3	0	0	119
Grant	119	193	2	1	1	0	316
Guadalupe	12	42	1	0	0	0	55
Harding	4	9	0	0	0	0	13
Hidalgo	33	35	0	1	0	0	69
Lea	120	9	0	6	0	2	137
Lincoln	107	120	1	0	0	0	228
Los Alamos	0	1	0	0	0	0	1
Luna	106	109	2	5	0	0	222
McKinley	35	46	52	2	0	0	135
Mora	2	40	0	0	0	0	42
Otero	69	27	1	6	0	0	103
Quay	51	35	2	1	0	0	89
Rio Arriba	18	126	6	0	0	0	150
Roosevelt	32	3	0	0	0	0	35
Sandoval	4	18	2	0	0	0	24
San Juan	89	33	35	0	1	0	158
San Miguel	151	1,018	1	2	1	0	1,173
Santa Fe	1,603	2,705	54	11	4	13	4,390
Sierra	106	76	0	0	0	0	182
Socorro	20	30	0	0	0	0	50
Taos	17	107	4	1	0	0	129
Torrance	23	40	0	0	0	0	63
Union	23	29	0	0	0	0	52
Valencia	206	401	14	1	4	2	628
Total	4,737	6,651	237	103	16	19	11,763
Percent	39.9%	56.0%	2.0%	0.9%	0.1%	0.1%	
State %	50.0%	40.1%	7.2%	1.9%	0.8%	--	

SOURCE: New Mexico State Personnel Board. State Totals Minority Groups Report. Part I. Santa Fe 3/29/74.

*138 State employees are not specified according to race or job location.

Location of State Jobs by County

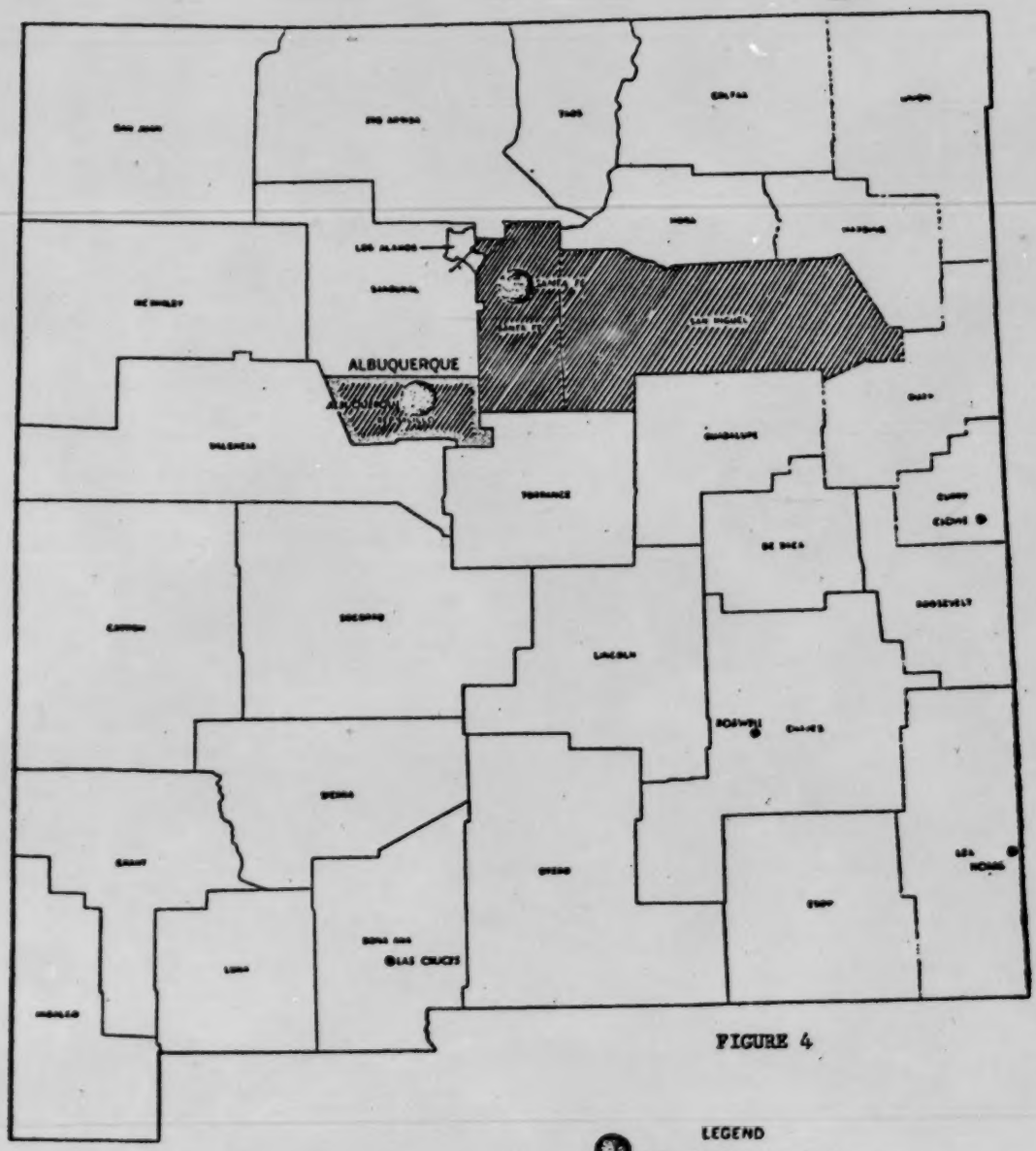
ALBUQUERQUE
LAS CRUCES
LEGEND
Places of 100,000 or more inhabitants
Places of 25,000 to 50,000 inhabitants outside SMSA's
Standard Metropolitan Statistical Areas (SMSA's)
Counties having more than 1,000 State jobs

FIGURE 4

SOURCE: New Mexico State Personnel Board. State Totals Minority Groups Report. Part I. Santa Fe, N. Mex. (Mar. 29, 1974).

Counties Having More Than 5,000
Indians Living Within Its Jurisdiction

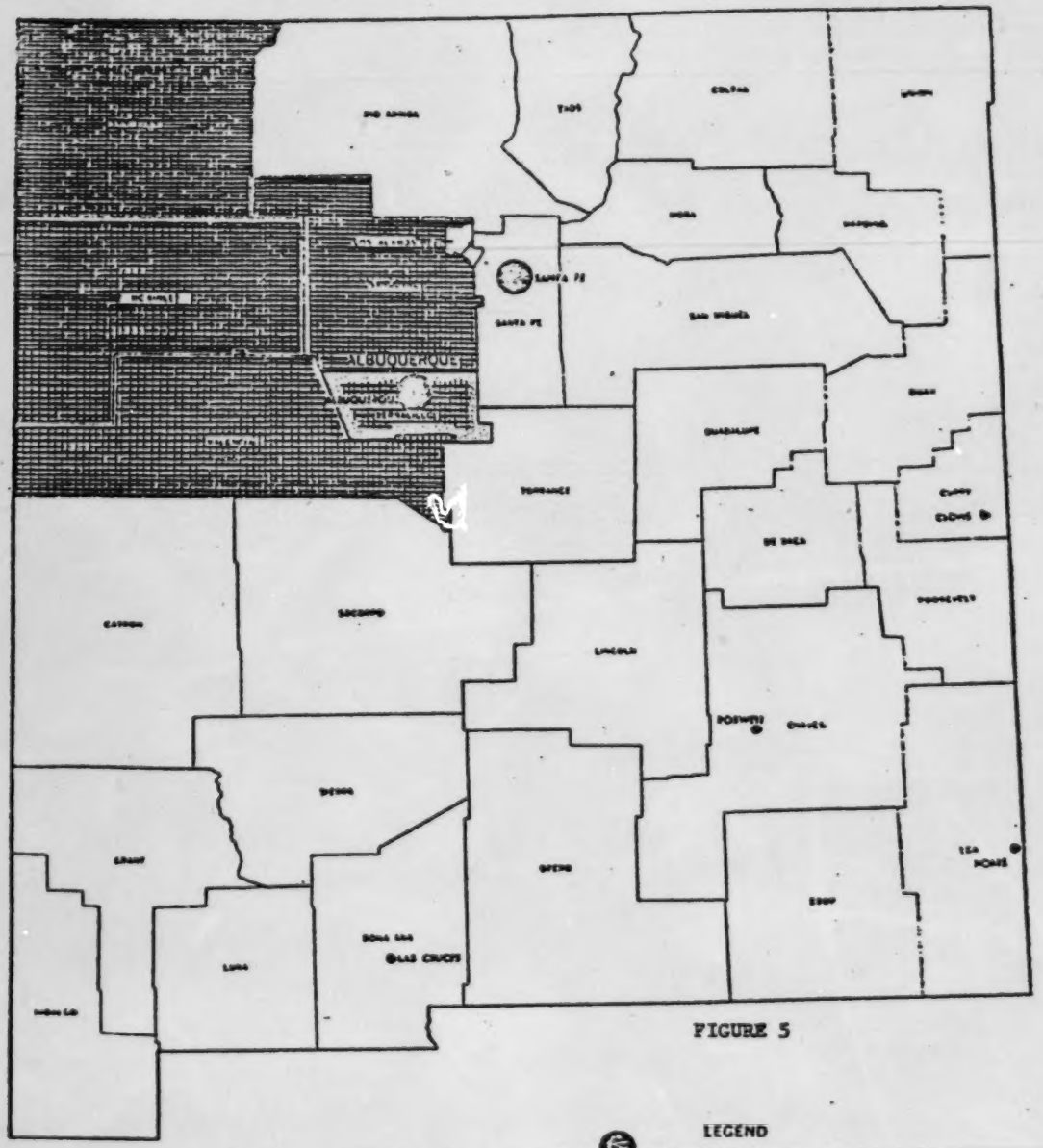

FIGURE 5

SOURCE: U.S., Bureau of the Census, Census of Population: 1970, Subject Report PC(2)-1F American Indians.

Less than 3 percent of all State jobs are located in two counties, McKinley and San Juan, but they contain more than 60 percent of the Indian population in the State. In March 1974, the State employed a total of 293 persons in these two counties. Of this total, only 87 or approximately 30 percent of these jobs were occupied by Indians.[38] These figures indicate that even in those counties having large Indian populations, very few are employed in State government.

In 1973 the State Personnel Office estimated that Indians, on the basis of their population, should occupy at least 72 of the 135 State jobs in McKinley County and 51 of the 158 jobs in San Juan County.[39] In March 1974, 52 Indians were employed by the State in McKinley County; only 35 were employed in San Juan County.[40] The State Personnel Office estimates that 398 State jobs could be expected to be held by Indians of working age (18 through 60).[41]

38. State of New Mexico, State Personnel Office, Minority Groups Report, Mar. 29, 1974.

39. The State Personnel Office reached this estimate by applying the percentage of each minority group--Spanish Americans, Indians and Blacks--in the county population to the number of State jobs in that county. If 30.9 percent of the working age population in San Juan County, for example, is Indian, then, assuming that the Indian applicants are qualified, at least 30.9 percent of the State jobs in that county or 51 should be occupied by Indians.

40. State of New Mexico, State Personnel Office, Minority Groups Report, Mar. 29, 1974.

41. State of New Mexico, State Personnel Board, Minority Groups in State Government (A Report to the Governor, 1972), Table 2, p. 7.

Table 8 shows the number of jobs that Indians could be expected to occupy in relation to the number of State jobs in a particular county. In only one county (Bernalillo) do American Indians significantly exceed their expected rate of employment. The expected rate of Indian employment in New Mexico State government, as estimated by the State Personnel Office, is based on the number of Indians of working age (18 - 60). If the expected rate of participation were based upon Indian population in the State, Indians could be expected to occupy at least 800 positions in State government.

In determining the number of State jobs that Indians of working age could be expected to hold, another variable is the median age of the Indian population. According to the Bureau of the Census the median age of the Indian population in this State is 17.1 years[42] as compared to the State median of 23.9 years.[43] Nearly half of the total Indian population in New Mexico is under 18 years of age. Thus, a significant portion of the Indian population is not eligible for State employment on the basis of age.

Table 8 demonstrates where deficiencies exist. It does not, however, allow for the relocation factor arising out of the present geographical distribution of State jobs. The Indian population in New Mexico is heavily concentrated in the northwestern part of the State, whereas more than 50 percent of the State jobs are located in Santa Fe and Albuquerque. The vast majority of the Indian population in this State reside on reservations which are usually isolated from the larger urban areas. The necessity for many Indians to move their families to where State jobs are located poses many problems.

Indians who are employed in State government are in the lower paying jobs. More than 50 percent of all Indian State employees earn less than $500 per month. In contast, only about 25 percent of the Anglos employed in State government make less than this amount.

42. Subject Reports (PC(2)-1F American Indians, Table 2.

43. Final Report PC(1)-C33, New Mexico, Table 48.

Table 8

Number of State Jobs that Indians of Working Age (18-60) Could be Expected to Fill in Relation to the Number of State Jobs in that County: March 1974

County	1/ Total Population	2/ Indian Population	% Indian Population	Number of 3/ State Jobs In County: 3/74	Positions to be Filled by Indians Expected 4/	Actual 5/
Bernalillo	315,774	5,839	1.7%	1,896	32	57
Catron	2,202	10	0.4	44	0	0
Chaves	43,331	603	1.3	570	7	1
Colfax	12,170	45	0.4	269	1	2
Curry	39,517	116	0.3	131	0	0
De Baca	2,547	2	---	18	0	0
Dona Ana	69,773	207	0.3	272	1	0
Eddy	41,119	83	0.2	119	0	0
Grant	22,030	84	0.4	316	1	2
Guadalupe	4,969	5	0.1	55	0	1
Harding	1,174	7	0.6	13	0	0
Hidalgo	4,908	20	0.4	69	0	0
Lea	49,554	175	0.3	137	0	0
Lincoln	7,560	82	1.0	228	2	1
Los Alamos	15,198	71	0.5	1	0	0
Luna	11,706	9	---	222	0	2
McKinley	43,208	25,904	59.9	135	71	52
Mora	4,673	2	---	42	0	0
Otero	41,097	1,620	3.9	103	4	1
Quay	10,903	18	0.2	89	0	2
Rio Arriba	25,170	2,755	10.9	150	16	6
Roosevelt	16,479	97	0.5	35	0	0
Sandoval	17,492	6,495	37.1	24	9	2
San Juan	52,515	18,438	34.5	158	55	35
San Miguel	21,951	91	0.4	1,173	5	1
Santa Fe	53,756	1,095	2.0	4,390	88	54
Sierra	7,189	16	0.2	182	0	0
Socorro	9,763	707	7.2	50	4	0
Taos	17,516	1,193	6.8	129	9	4
Torrence	5,290	7	0.1	63	0	0
Union	4,925	2	---	52	0	0
Valencia	40,539	6,080	14.9	628	93	14
TOTAL	1,015,998	71,878	7.1%	11,763	398	237

1/ SOURCE: U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics. Final Report PC(1)-C33 New Mexico.

2/ SOURCE: U.S. Commission on Civil Rights, Socio-Economic Profile of American Indians in Arizona and New Mexico, Staff Report #1 (November 1972), Table 5.

3/ New Mexico State Personnel Board, Minority Groups Report, Part I, 3/29/74.

4/ This estimate is based on the percentage of American Indians of working age (18-60) in the county population to the number of State jobs in that county.

5/ New Mexico State Personnel Board, Minority Groups Report, Part I, 3/29/74.

In the $500-699 salary range, which includes most of the beginning level professional positions, the distribution of Indian employees compares more favorably with the distribution for all groups. At the higher levels, however, Indians are severely underrepresented. For example, only about 10 percent of all Indian State employees earn more than $700 a month. In contrast, more than 40 percent of the Anglo work force make in excess of this figure. (See Table 9).

With more than 60 percent of all jobs within New Mexico State government requiring at least a high school education, the low educational levels among Indians, place them at a rather severe disadvantage in seeking and qualifying for State employment. (See Table 10).

To assess Indian employment in New Mexico State government, a special survey of eight major State agencies was conducted by Commission staff in 1974. Included in the survey were the State Personnel Office, the Department of Health and Social Services, the Employment Security Commission, the New Mexico State Highway Department, the State Department of Motor Vehicles, the State Game and Fish Department, the New Mexico Park and Recreation Commission, and the New Mexico Department of Education.[44]

In March 1974, the agencies had more than half of all the State employees and approximately 70 percent of all the Indian employees. Table 11 describes the overall employment of these agencies by race, ethnicity, and sex.

At that time, these eight agencies employed a total of 6,691 persons. Of this number, 3,554 or about 53 percent were Mexican Americans. Anglos constituted about 42 percent of the employment. Blacks and Asian Americans, on the other hand, made up less than 2 percent. Indians were 2.6 percent of the total work force. There has been little or no change in total Indian employment in these particular agencies since 1971. While total employment, for example, has increased by 487 in these eight agencies, the number of Indians has increased by only 9. Most of the jobs in these agencies were concentrated in Santa Fe. In March 1974, 2,371 or 35 percent of the 6,691 persons employed in these agencies were located in this county. (See Table 12) Another 1,414 or approximately 20 percent of all

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44. These particular agencies were involved in the 1972 Commission hearings held in Albuquerque, N. Mex., and they all participated in the May 1974 open meeting which was convened by the New Mexico Advisory Committee in Santa Fe, N. Mex., as part of its followup to the Commission hearings.

Table 9

Salary Distribution of State Employees

By Racial/Ethnic Group and Sex

Monthly Salary	All Groups	Mexican Anglo	Mexican American	Indian	Black	Asian American	Un-specified	All Groups Male	All Groups Female
Hr. Emp.	162	79	69	0	8	1	5	73	84
Under $400	1,723	392	1,230	39	23	5	34	753	936
$400-$499	3,003	783	2,082	82	33	2	21	1,446	1,536
$500-$599	1,982	644	1,244	60	14	0	20	1,151	811
$600-$699	1,820	854	905	30	12	4	15	1,117	688
$700-$799	960	512	409	8	9	0	22	631	307
$800-$899	571	362	194	9	0	2	4	395	173
$900-$999	666	413	234	7	4	1	7	498	161
Over $999	1,014	711	294	2	0	1	6	908	100
Total	11,901	4,750	6,661	237	103	16	134	6,972	4,796

Salary Distribution of State Employees

By Racial/Ethnic Group and Sex (Percentages)

Monthly Salary	All Groups	Mexican Anglo	Mexican American	Indian	Black	Asian American	Un-specified	All Groups Male	All Groups Female
Hr. Emp.	1.4%	1.7%	1.0%	0.0%	7.8	6.2%	3.7%	1.0%	1.8%
Under $400	14.5	8.3	18.5	16.5	2.3	31.2	25.4	10.8	19.5
$400-499	25.2	16.5	31.3	34.6	2.0	12.5	15.7	20.6	32.0
$500-599	16.7	13.6	18.7	25.3	13.6	0.0	14.9	16.4	16.9
$600-699	15.3	18.0	13.6	12.7	11.7	25.0	11.1	16.7	14.3
$700-799	8.1	10.8	6.1	3.4	8.7	0.0	16.4	9.0	6.4
$800-899	4.8	7.6	2.9	3.8	0.0	12.5	3.0	5.6	3.6
$900	14.1	23.7	7.9	3.8	3.9	12.5	9.7	20.0	5.4
Total	100.1%	100.2%	100.0%	100.1%	100.0%	99.9%	99.9%	100.0%	99.9%

Note: Percentages do not add up to 100.0% due to rounding

Source: State of New Mexico, State Personnel Board, Minority Groups Report, Computer Printout, March 29,1974.

Table 10

Education Distribution of State Employees

By Racial/Ethnic Group and Sex

Education Level	All Groups	Mexican Anglo	Mexican American	Indian	Black	Asian American	Un-specified	All Groups Male	All Groups Female
Less than 9th grade	1,061	185	838	29	9	0	0	805	256
9th grade	299	61	229	6	3	0	0	208	91
10th grade	522	108	390	17	7	0	0	350	172
11th grade	413	92	306	11	4	0	0	281	132
12th grade/ GED	5,003	1,520	3,323	114	42	4	0	2,379	2,624
1 yr college	875	370	474	18	11	2	0	491	384
2 yr college	705	352	332	16	4	1	0	447	258
3 yr college	391	202	176	9	4	0	0	263	128
4 yr college	1,504	1,029	445	11	14	5	0	1,053	451
Grad. level	661	540	108	5	4	3	1	438	223
Post Grad.	333	290	40	1	1	1	0	257	76
Total	*11,767	4,749	6,661	237	103	16	1	6,972	4,795

*134 Employees are not specified.

Education Distribution (Percentage)

Education Level	All Groups	Mexican Anglo	Mexican American	Indian	Black	Asian American	Un-specified	All Groups Male	All Groups Female
Less than 9th grade	9.0%	3.9%	12.5%	12.2%	8.7%	0.0%	0.0%	11.5%	5.3%
9th grade	2.5	1.3	3.4	2.5	2.9	0.0	0.0	3.0	1.9
10th grade	4.4	2.3	5.9	7.	6.8	0.0	0.0	5.0	3.6
11th grade	3.5	1.9	4.6	4.6	3.9	0.0	0.0	4.0	2.8
12th grade/ GED	42.5	32.0	49.9	48.1	40.8	25.0	0.0	34.1	54.7
1 yr college	7.4	7.8	7.1	7.6	10.7	12.5	0.0	7.0	8.0
2 yr college	6.0	7.4	5.0	6.8	3.9	6.2	0.0	6.4	5.4
3 yr college	3.3	4.3	2.6	3.8	3.9	0.0	0.0	3.8	2.7
4 yr college	12.8	21.7	6.7	4.6	13.6	31.2	0.0	15.1	9.4
Grad. level	5.6	11.4	1.6	2.1	3.9	18.8	100.0	6.3	4.6
Post Grad.	2.8	6.1	0.6	0.4	1.0	6.2	0.0	3.7	1.6
Total	99.8%	100.1%	99.9%	99.9%	100.1%	99.9%	100.0%	99.9%	100.0%

Note: Percentages do not add up to 100.0% due to rounding

Source: State of New Mexico, State Personnel Board, Minority Groups Report, Computer Prinout, March 29, 1974.

Table 11

Distribution of Employees in Eight Selected State Agencies by Race and Sex: March 1974

Agency	Anglo			Mexican American			Black			Asian American			American Indian			Unspecified		Total
	M	F	%	M	F	%	M	F	%	M	F	%	M	F	%		%	
State Personnel Office	11	11	28.5	11	39	64.9	1	0	1.2	0	0	0.0	1	0	1.2	3	3.8	77
Dept. of Health & Social Services	372	670	51.0	234	629	42.2	8	32	2.0	2	2	0.2	26	35	3.0	35	1.7	2,045
Employment Security Comm.	172	119	41.2	175	190	51.7	4	10	2.0	0	1	0.1	13	19	4.5	3	0.4	706
New Mexico State Highway Dept.	1023	119	37.7	1652	142	59.1	15	0	0.5	1	1	0.1	74	0	2.4	6	0.2	3,033
New Mexico Dept. of Motor Vehicles	10	38	15.2	78	181	80.4	0	4	1.3	0	0	0.0	0	4	1.3	6	1.9	321
New Mexico Game & Fish Dept.	114	17	67.2	40	19	30.3	0	0	0.0	0	0	0.0	2	0	1.0	3	1.5	195
New Mexico Park & Recreation Comm.	37	6	43.0	47	8	55.0	1	0	1.0	0	0	0.0	1	0	1.0	0	0.0	100
New Mexico Dept. of Education	44	50	43.9	41	68	50.9	0	0	0.0	0	0	0.0	0	0	0.0	11	5.1	214
Total	1783	1030		2278	1276		29	46		3	4		117	58		67		6691
	2813	42.0%		3554	53.1%		75	1.1%			0.01%		175	2.6%		67	1.0%	

SOURCE: State of New Mexico, New Mexico State Personnel Board, Minority Groups Report, Part I. Mar. 29, 1974.

Table 12

Distribution of State Jobs by County
For Eight Selected Agencies

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	617	713	47	35	2	0	1,414
Catron	13	24	0	0	0	0	37
Chaves	214	100	0	4	1	0	319
Colfax	47	24	2	0	0	0	73
Curry	72	19	0	2	0	0	93
De Baca	6	11	0	0	0	0	17
Dona Ana	110	93	0	7	0	0	210
Eddy	70	20	0	2	0	0	92
Grant	43	30	0	0	0	0	73
Guadalupe	12	39	1	0	0	0	52
Harding	3	9	0	0	0	0	12
Hidalgo	25	37	0	0	0	0	62
Lea	86	8	0	6	0	1	101
Lincoln	28	31	0	0	0	0	59
Los Alamos	0	1	0	0	0	0	1
Luna	97	106	2	5	0	0	210
McKinley	30	33	49	2	0	0	114
Mora	2	39	0	0	0	0	41
Otero	52	20	1	3	0	0	76
Quay	40	30	2	1	0	0	73
Rio Arriba	13	117	6	0	0	0	136
Roosevelt	29	3	0	0	0	0	32
Sandoval	3	17	2	0	0	0	22
San Juan	65	26	31	0	1	0	123
San Miguel	79	319	1	0	0	0	399
Santa Fe	922	1,411	19	7	3	2	2,364
Sierra	18	24	0	0	0	0	42
Socorro	13	27	0	0	0	0	40
Taos	14	95	4	1	0	0	114
Torrance	21	38	0	0	0	0	59
Union	18	26	0	0	0	0	44
Valencia	41	60	6	0	0	0	107
	2803	3550	173	75	7	3	6,611

SOURCE: New Mexico State Personnel Board. Minority Groups Report. Part I. Santa Fe

*State Personnel Office, Department of Health and Social Services, Employment Security Commission, New Mexico State Highway Department, New Mexico Department of Motor Vehicles, New Mexico Game and Fish Department, New Mexico Park and Recreation Commission on the New Mexico Department of Education.

Note: Eighty State employees in these eight agencies are not specified by the State.

mployees were concentrated in Bernalillo County. Of the 175 Indians in these agencies, 127 or approximately 73 percent were concentrated in three counties: Bernalillo (47), McKinley (49), and San Juan (31). (See Appendix B)

In March 1974, 2,488 employees or about 37 percent made less than $500 a month. Ninety-six or approximately 55 percent of all Indians employed in these eight agencies made less than this salary per month. In contrast, 25 percent of the Anglos, 45 percent of the Mexican Americans, and 63 percent of the black employees earned less than this amount. (See Table 13).

At the other end of the pay scale, the differences become more apparent. In March 1974, 1,025 employees were making $900 or more a month. Six-hundred and ninety-three or nearly 68 percent of all those in this pay bracket were Anglos. Thus, nearly one-fourth of all Anglos employed in these agencies made $900 or more a month. In contrast, only about 9 percent of all Mexican Americans, and less than 3 percent of the Indian employees earned this amount.

Although the conditions outlined in this chapter may not be the direct result of State policy or conscious acts by State officials, the task of providing equal employment opportunities for Indians in State government remains to be fulfilled.

Table 13

Salary Distribution of Agency Employees
in Eight Selected Agencies: March 1974

Monthly Salary	Anglo	Mexican American	American Indian	Black	Asian American	Unspecified	Total
Under $499	706 (25.1%)	1,606 (45.1%)	96 (54.8%)	47 (62.6%)	5 (71.4%)	28 (37.6%)	2,488 (37.2%)
$500-899	1,404 (50.2%)	1,624 (45.8%)	74 (42.4%)	27 (36.1%)	2 (28.6%)	47 (61.0%)	3,178 (47.5%)
$900 or more	693 (24.7%)	324 (9.1%)	5 (2.8%)	1 (1.3%)	0 (0.0%)	2 (1.4%)	1,025 (15.3%)
Total	2,803 (100%)	3,554 (100%)	175 (100%)	75 (100%)	7 (100%)	77 (100%)	6,691 (100%)

Source: State of New Mexico, State Personnel Board, Minority Groups Report, March 29, 1974.

IV. INDIAN EMPLOYMENT - THE STATE'S RESPONSE

The primary agency within New Mexico State government responsible for the State merit system is the State Personnel Board.[45] This board consists of five members appointed by the Governor for staggered 5-year terms.[46] The board is empowered to hire a director with the approval of the Governor.[47] The director has the responsibility of supervising all administrative and technical personnel activities of the State government.[48]

The State Personnel Office has the major task of implementing rules promulgated by the board for recuitment, classification of State employees, employee compensation, and payroll. It also conducts employee appeals and hearings, audits jobs for positions or employee reclassification, counsels State agencies on personnel problems, provides inservice training programs, and generally oversees the State's merit system.[49]

As part of the State's effort to ensure equal opportunity in State employment, the Governor of New Mexico on March 6, 1972, issued a memorandum to all State agencies instructing them to develop and submit affirmative action plans.[50] This memorandum specifically

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45. *N. Mex. Stats. Ann. ch. 5, §4(36)(1973).*

46. *Ibid., ch. 5, §4 (32).*

47. *Ibid., ch. 5, §4 (34)(C).*

48. *Ibid., ch. 5, §4 (35)(A).*

49. *Ibid., ch. 5, §4 (36).*

50. *State of New Mexico, Office of the Governor, Memorandum to all State Agency Heads from Governor Bruce King regarding Equal Employment Opportunity, Mar. 6, 1972.*

directed the head of each agency having more than 10 employees to submit by May 1, 1972, an affirmative action plan designed to assure equal employment opportunity for all employees and applicants for State employment. The memorandum also stated that these plans must outline "specific actions to be taken, specific goals to be achieved, and specific dates for achieving them."[51]

Jerry Manzagol, director of the State Personnel Office at the time of the open meeting, said that subsequent State Personnel Board regulations have strengthened the original March 6th directive by requiring each agency to submit a periodic self-evaluation and to report on the attainment of its equal employment objectives.[52] These reports, he added, must be submitted to the State Personnel Office no later than May 1st of each year. (Transcript, p. 101)[53]

Although the State Personnel Office has established a requirement that all State agencies must resubmit their affirmative action plans on an annual basis, it had not formulated at the time of the open meeting, specific standards or criteria. Furthermore, there were no standards specifically applicable to American Indians or other minority groups other than broad statements of policy regarding equal employment opportunity and the need for affirmative action. Mr. Manzagol commented that each State agency would be required to designate an equal opportunity counselor to work on his or her agency's affirmative action plan and establish coordination with the State Personnel Office regarding this plan. This, he felt, would serve as a means for establishing specific standards for affirmative action plans on a statewide basis. (Transcript, p. 104)

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51. Ibid., p. 2.

52. State of New Mexico, State Personnel Board, General Memorandum No. 45-62 (State Personnel Board Regulation Number 601.1b) Jan. 11, 1974.

53. Page numbers in parentheses cited hereafter in the text refer to statements made to the New Mexico Advisory Committee at its open meeting in Santa Fe, N. Mex., May 9 and 10, 1974, as recorded in the transcript of that meeting.

The merit system is a means for selecting people for employment in State government. The procedures used in the system to select people for State employment are:

1. Upon applying for a job with the State, the person must complete and submit a job application.

2. The application is then reviewed by the State Personnel Office to determine what kinds of jobs this person can qualify for.

3. An examination date is then scheduled. Examinations are scheduled for every Wednesday and Friday in Santa Fe; one Saturday a month, Statewide; two Saturdays a month in the Albuquerque area. Special testing is also conducted on reservations at various times. These examinations may be written or oral depending on the job being applied for.

4. After the applicant has been tested and achieves a score of at least a 70, this person goes on what is called a list of eligibles. Placement on this list is based on the applicant's test score. The highest score is placed at the top of the list.

5. When an agency has an opening for a particular position it must request a list of eligibles from the State Personnel Office unless that position is exempt from such action.

6. The State Personnel Office, in turn, provides the agency with a list of 10 names of those people who scored the highest on the test.

7. The agency is then required to interview each applicant on the list starting from the top and working down each succeeding name. (Transcript, pp. 135-137).

According to many of the State officials at the open meeting, one of the most difficult problems in recruiting Indians for employment was the testing requirement. Joe Herrera, executive director of the New Mexico Commission on Indian Affairs, felt that the testing program was perhaps the most difficult barrier that Indians and other minorities must face in seeking employment with the State. He stated:

> *No matter how much recruiting you do and how many people you bring in, I don't think you*

> *are going to resolve this problem because of the fact that you have a testing program here that is actually a barrier. Also, I'm not sure...if there is enough emphasis or sensitivity as far as the language barrier is concerned for the individual, regardless if he's Indian or Chicano. (Transcript, p. 172).*

Dr. John Marsh, testing research and development specialist for the State Personnel Office, corroborated Mr. Herrera's statement. At the time of the open meeting, Dr. Marsh was engaged in validating tests used by the State. Among the test elements being assessed were: language validity, content validity, and job-relatedness. He asserted that there were clear cut indications that some of the tests being used by the State Personnel Office were indeed barriers. (Transcript, p. 144).

> *What we have found is that our tests are very often a barrier to many, if not all, of the applicants, because of the educational level required to complete these tests. We are asking Ph.D. level of questions...of people who were not required to have anything more than a high school education, and this is discrimination against the Indians, the Spanish, the blacks, and the Anglo.... (Transcript, p. 144).*

To resolve these problems, the office of test development within the State Personnel Office has created nearly 120 new testing instruments since February 1973. Ninety-six or approximately 80 percent of these new tests were the result of changes in job specifications. The remaining 24 tests were developed because of a lack of any previous testing device or changes in existing test instruments.[54]

Job-relatedness was a primary consideration in the development of these new test instruments. Analysts in the Office of Test Development determined that if a test is highly job-related, it is least likely to be culturally biased. Another consideration governing the development of these new tests was the reduction in the importance of educational

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54. *State of New Mexico, State Personnel Office, Indian Outreach Participation of the New Mexico Public Services Career Program (April 1974), p. 7.*

qualifications for test results. A third consideration was the effort to reduce the frequency an individual must take and pass a written test.[55]

Although the State Personnel Office has made a number of significant changes in its test instruments to make them more relevant, there has been almost no attempt to date to help Indian applicants prepare for these tests. A report prepared by the State Personnel Office indicated that during 1973 an average of 30 to 40 percent of all qualified Indian applicants failed to appear for tests each month when scheduled.[56] A review of the test failure rate among Indian applicants indicated that at least 10 percent of all Indian applicants taking the test failed on the first attempt.[57] Although no effort has been made by the State Personnel Office to assess the failure rate among other population groups, Barbara Levin, director of operations for the State Personnel Office, indicated that the absentee and failure rates for non-Indians taking the tests was approximately the same between January and March 1974. (Transcript, p. 138)

Recognizing the severity of the problem in seeking Indians for State employment, the Public Service Career Program, a federally funded program within the State Personnel Office designed to recruit minorities for State employment, has gone out into the community through its outreach component to contact potential Indian applicants for State employment. The results, however, have been disappointing. Only 32 Indians have been enrolled in this program at the entry level over a 3-year period (1972-1974) out of a total enrollment of 459. During the first 4 months of 1974, 73 persons were enrolled into the program; only 5 were Indians.[58] Statistics for this program show that only about 7 percent of the positions in the entry and upgrade positions are occupied by Indians. (Transcript, p. 109)

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55. *Ibid., pp. 7-8.*

56. *State of New Mexico, State Personnel Office, Interim Report, Joint Federal Programs to Improve Employment Opportunities for New Mexico's Indian Citizens (April 1973), p. 2.*

57. *Ibid., p. 3.*

58. *State Personnel Office, Indian Outreach Participation of the New Mexico Public Services Career Program, p. 6.*

Ramon Maes, director of the Public Service Career Program, said that one of the main reasons for the small number of Indians in the program is that they usually have such a poor educational background that they cannot even begin to compete for jobs in State government. Since most of the jobs in State government require at least a high school education, Indians are at severe disadvantage, he said. (Transcript, p. 109).

Comments from State officials at the open meeting, however, also revealed that many held stereotypic images of Indians whom they have tried to recruit, for example:

> *There is a great deal of reluctance on the part of the Indian people to take examinations, especially written examinations. (Transcript, p. 43)*

> *Indian people generally aren't accustomed to competition because within our culture there is really no such thing as competition, and perhaps this serves as a deterrent to Indian people applying for any jobs which require competition. (Transcript, p. 43)*

> *I would say that the biggest problem is that when we get a certified list of eligibles that the types of individuals we're looking for don't happen to be on that list. (Transcript, p. 43)*

Joe Herrera alleged at the open meeting that there was a lack of sensitivity to Indian cultural values by State employees at the mid-management and supervisory levels:

> *I know of a young man who still works in one of the State agencies who also happens to belong to an Indian society from Cochiti Pueblo. He was needed very much down there...for the Easter or spring ceremonies that are of a rather esoteric nature. However, he was not allowed to take official leave to attend these ceremonies. (Transcript, p. 170)*

He commented:

> *For those of us who are very deeply involved in these religious activities, we cannot reveal and are not allowed to divulge those things except to say 'Well, I'm needed at home....' If this is not sufficient enough then I think there*

> *ought to be some way in which...our supervisors and mid-management employees can become more sensitive to this kind of request.... (Transcript, p. 171).*

In a partial response to this issue, the State Personnel Board created a personnel leave holiday which allows a State employee to take off 1 day each year for any reason he or she chooses. This, Mr. Manzagol noted, would not come under annual, sick, or any other type of leave. It was put into effect, he said, to allow State employees to celebrate their birthday, feast days, or special holidays. (Transcript, p. 162)

Other options do exist, Mr. Manzagol noted, for the Indian employee. The State Personnel Board recently adopted an administrative leave policy. This policy, he explained, allows an agency to grant leaves to employees which might be beneficial to the agency. Such a policy could be interpreted broadly enough to allow Indian employees to attend special tribal ceremoneis and feast days, he said. (Transcript, p. 163)

At the time of the open meeting, the State Personnel Office did not have any plans for conducting any kind of cultural awareness program to sensitize supervisiors in the various State agencies to Indian values and culture. Mr. Herrera of the State Commission on Indian Affairs commented:

> *I've suggested in the past...that there be cultural awareness workshops for supervisors in the various State agencies...in order to provide them with some means of sensitizing them into our Indian way of life, and why Indian employees react the way they do to certain kinds of things. I have also suggested giving Indian employees within these agencies the opportunity to participate in these workshops and...lead groups in order to tell them what it is like to live in an Indian community and on the reservation. I think this would sensitize at least some of our supervisors.*

Many officials testifying before the New Mexico Advisory Committee expressed frustration in recruiting and upgrading Indian employees. Richard Heim, executive director of the New Mexico Health and Social Services Department, one of the largest State agencies, stated:

> *We've had great difficulty in employing Indians. We have attempted preferential hirings but even so, we have had great difficulty in getting Indians qualified to meet the job specifications.*[59]

He also pointed out:

> *I think there are two major problems. Number one is either that the qualifications for State employment are so high that Indians cannot meet them, or that the testing is too restrictive....A second problem is that State salaries are lower than comparable salaries paid by either the Bureau of Indian Affairs or the tribes....[Consequently] we find that there is a rather heavy outflow of Indians who worked for the department, most of whom we have taken on and trained at great costs, that have gone on to higher paying jobs in either the BIA or the tribe. (Transcript, p. 234)*

As of March 1974, the Department of Health and Social Services employed more than 2,000 persons. Of this total, 61 were Indians; only 8 of these Indian employees were making more than $600 a month.[60]

According to Mr. Heim, the department has concentrated very heavily, particularly in its social service programs, in contracting with community groups and Indian tribes to perform many of the functions the department is authorized to undertake. (Transcript, p. 235).

Mr. Heim pointed out that the department has a total of 22 contacts with community organizations and Indian tribes to perform a wide variety of social services ranging from day-care to homemaker

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59. An agency may request preferential certification when the job to be filled requires certain specific skills and abilities which have been identified as needed for success on the job. Such requests cannot, however, contain preferential factors which are incompatible with the principles of merit and open competition. State of New Mexico, State Personnel Board, State Personnel Board Rules, 203.5 Special Certification, Oct. 1, 1973, p. 7.

60. State of New Mexico, State Personnel Board, Minority Groups Report, Mar. 29, 1974.

services. More than 50 percent of the total money outlay under these contracts goes to Indian tribes. Nearly 450 Indians throughout the State, he added, are employed as a result of these contracts. (Transcript, p. 236)

All employees in the Department of Health and Social Services, except for a very limited number, according to Mr. Heim, must come off the State register. State personnel rules and regulations:

> *...specify certain positions which are exempt.... Out of our 2,000 plus employees, the total number of exempt positions are only four. That's myself, my deputy, my administrative assistant, and my general counsel. All the rest come under the requirements of the State Personnel Act which means that the department can hire only from lists which are provided to us by the State Personnel Office. (Transcript, p. 239)*

Johanna Blagg, director, Office of Management Services for the Department of Health and Social Services, pointed out that the agency must submit a request for a personnel register for a specific job for which there is a vacancy. The list, she said, comes back from the State Personnel Office and the employing supervisor must interview and employ from among the top 5 on the list of 10 eligible applicants. (Transcript, p. 240)[61]

Elsie Davidson, special projects coordinator for the State Personnel Office, explained to the Advisory Committee that all grant-in-aid agencies[62] must select from among the highest available candidates. This is a basic requirement, she added, promulgated by the U.S. Civil Service Commission regulations governing such agencies. The regulation states, in part, that all:

> *Appointments to positions not herein exempted will be made on the basis of merit by selection from among the highest available eligibles on appropriate registers....*[63]

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61. State of New Mexico, State Personnel Board Rule 203.4 (1973).

62. A grant-in-aid agency is any State agency which is a recipient of Federal funds when the recipient of such funds is contingent upon the agency's personnel practices and policies being in conformance with standards for merit systems issued by the U.S. Civil Service Commission. State of New Mexico, State Personnel Board, State Personnel Board Rules, Oct. 1, 1973, p. v.

63. 45 C.F.R. §70.11(a)(1973).

Mr. Heim commented that his agency does give preferential treatment to Indian applicants when it can, but the major problem is trying to get Indians who are qualified based on job-related specifications. (Transcript, p. 245)

Mr. Heim said that approximately 94 percent of all the employees in the department have at least a high school education. Fifty-six percent have completed at least 1 year of college, and approximately 37 percent have completed 4 or more years of college. The educational requirements for positions within the department are very high because of their professional, technical, or specialized nature, he said. Since the median educational level for Indians in this State is only about 8 years, he added, they are at a severe disadvantage when it comes to applying for highly specialized jobs in the department. (Transcript, p. 251)

In the area of recruitment, Mr. Heim admitted that his department probably has not done the job which it should have done. He said:

> *We have not done recruitment on any type of consistent basis in the past. I think it is something we need to do. We have been placing this burden strictly on the Personnel Office for recruitment and I think our affirmative action plan indicates that we are willing to share this responsibility, but by saying this, I do not mean to suggest that we haven't done any of this. I said we haven't done it on a consistent basis. (Transcript, p. 255)*

Bruce Sparks, former personnel director of the department, pointed out to the Advisory Committee that although the agency does have some input into the development of tests, they (the agency) are not responsible for them. Generally, he added, the department provides a basic description of the duties involved with the position and suggests the minimum qualifications. The State Personnel Office then compares that job with other similar jobs in the merit system and sets the minimum qualifications. (Transcript, p. 269)

Robert Pierce, personnel officer for the New Mexico Department of Motor Vehicles, commented that his department has reviewed all of its jobs with a classification study in 1973 and has reclassified approximately 75 percent. Mr. Pierce noted that about 90 percent of those jobs reclassified were classified at a higher level and the rest lower. (Transcript, p. 333)

Mr. Pierce felt that the main thrust of the department's affirmative action program:

> *...is simply to make the department more aware of minority problems especially in the area of hiring and promotions. We are keying in on minority hiring and promotions more than we had done in the past. (Transcript, p. 330)*

Orlando Giron, assistant superintendent for finance for the New Mexico Education Department, said that his agency has been having an extremely difficult time in recruiting Indians for openings in the department even though numerous job announcements had been sent to all major State school officials, university placement bureaus, Pueblo governors, Tribal leaders, and Indian organizations. (Transcript, p. 344) The Advisory Committee asked Mr. Giron whether the requirements outlined for these positions were so high that no one could fill them. He replied:

> *I think this is an excellent point and I think you've probably hit at the dilemma we're in right now and I don't have any ready answer at this point but I would hope that maybe we should face this problem more realistically. (p. 348)*

Since the November 1972 Commission hearings, there has been little progress in increasing Indian employment in State government. However, a number of policies, programs, and activities have been instituted by the State that could have a tremendous impact. The State Personnel Board has established a policy that all State agencies having more than 10 employees must submit an affirmative action plan designed to assure equal employment opportunity for all employees and applicants for State employment. A minority outreach worker within the State Personnel Office has also been employed specifically to recruit minorities for State employment.

A total review of the classification system and all testing instruments was undertaken by the State Personnel Office in 1974. The objective of this review was to make current State job specifications and tests more relevant to applicants and to make sure that all position requirements are job-related and do not contain language and cultural biases.

Finally, and perhaps most significant, a Laguna Indian, Roland Johnson was appointed by the Governor to serve as one of the five members on the New Mexico State Personnel Board.

Evidence suggests that the State, especially the State Personnel Office, is becoming more sensitive to the problems facing Indians seeking job opportunities with State government. The final section of this report details a number of recommendations designed to provide and enhance equal employment opportunities for Indians in New Mexico.

V. FINDINGS AND RECOMMENDATIONS

Based upon its investigation, the New Mexico Advisory Committee to the U.S. Commission on Civil Rights reports the following findings and recommendations:

FINDING #1: The New Mexico Advisory Committee finds that although some improvements have occurred since the 1972 hearings in Albuquerque, Indians still constitute about 2 percent of the total work force employed by the State.

RECOMMENDATIONS:

The New Mexico Advisory Committee believes that the State of New Mexico must take positive and immediate action to substantially increase the level of Indian employment in State government. The Advisory Committee recommends that the State Legislature and the Governor of New Mexico immediately establish and publicize equal employment opportunity policies which require aggressive affirmative efforts to be taken at all levels of State government for increasing Indian participation in employment and decision-making positions. These policies should be formally communicated to all State agencies, departments, boards, and commissions with a responsibility for personnel decisions.

The Advisory Committee further recommends that the legislature and the Governor expand the role and responsibility of the New Mexico Commission on Indian Affairs and entrust it with a responsibility for advising the State with respect to increasing Indian representation in State government at all levels. Under its present mandate, the Indian Affairs Commission is able to "investigate, study and con-

sider the entire subject of Indian conditions and relations, within the State of New Mexico, including but not restricted to problems of health, economy, education, legislation and government" (N. Mex. Stats. Ann. ch. 73, §31(2)(1973)). The Advisory Committee strongly believes that the Indian Affairs Commission should be given a stronger mandate, and that it should be in a position to recommend specific action to the legislature, the Governor, the State Personnel Board, and other appropriate bodies. It should also meet on a regular basis with chief, elected public officials and State agencies to offer guidance and assure full consultation in decisions and policies affecting Indian people in New Mexico.

The Advisory Committee also recommends that the New Mexico Indian Affairs Commission and the State Personnel Office immediately undertake a joint effort to develop special recruitment programs designed to enhance Indian employment opportunities. The Minority Outreach Program and the Public Service Careers Program could serve as the basic program structures for implementing these recruitment programs.

FINDING #2: The Advisory Committee finds that not only do Indians constitute only a minor fraction of the State's work force, but also there appears to be an excessively high concentration of Indians in certain agencies.

In March 1974, for example, only 28 State agencies out of a total of 74 employed any Indians at all. Furthermore, more than 70 percent of all Indians employed by the State are concentrated in 3 major State agencies: the Employment Security Commission (32), the Department of Health and Social Services (61), and the State Highway Department (74).

RECOMMENDATIONS:

The New Mexico Advisory Committee believes that immediate special action be required of those agencies currently employing only a negligible number of Indians or none at all. The Committee strongly recommends that the Governor require that these agencies develop without delay, precise plans to recruit and employ Indians. They must contain specific, measurable short-range employment goals and timetables. Where agencies fail to respond expeditiously or affirmatively, the Governor should consider taking appropriate executive action to insure compliance by all State agency directors. This action might include the appointment of new personnel to key

policymaking positions where such changes are required to produce positive results.

FINDING #3: The New Mexico Advisory Committee finds that a disproportionate number of American Indians presently employed by the State government are concentrated in lower paying positions and that Anglos and males tend to dominate the higher salaried positions.

RECOMMENDATIONS:

The New Mexico Advisory Committee strongly recommends that the State Personnel Board establish regulations requiring all State agencies to develop formal upward mobility programs designed to upgrade employees at lower salaried and job classification levels and assure equal employment opportunities for all employees. The State Personnel Office should have a major responsibility for assisting State agencies in the development of such programs.

The Advisory Committee further recommends that individualized career development plans be required for all State employees not serving in senior level management positions. These plans at a minimum, must include employee occupational goals and training needs. Crossover programs encouraging nonprofessional personnel to transfer into professional career ladders must be strengthened.

The Committee also recommends that the legislature commit resources for the establishment of a comprehensive career development program throughout State government. The State Personnel Office, in addition to taking advantage of the U.S. Civil Service Commission and other existing training resources, should consider establishing its own inter-agency training institute specifically designed to assist State agencies in implementing career upward mobility programs. The State Personnel Office should also develop formal training programs in cooperation with institutions of higher education in New Mexico.

The Advisory Committee feels that such comprehensive career development programs will contribute to increased employee motivation, higher retention rates, more effective and efficient utilization of staff resources, and the development of technical and management capability throughout State government.

Career development and other training programs developed by the State must be designed to insure relevancy to the specific needs of Indian people. For this reason, it is imperative that Indians participate in the development, implementation, and evaluation of all such programs.

FINDING #4: The New Mexico Advisory Committee finds that although the State Personnel Office has established a requirement that all State agencies must resubmit their affirmative action plans on an annual basis, it has not established specific standards or criteria that must be met in these plans. At the present time, there are no procedures or standards for monitoring these affirmative action plans by the State Personnel Office or the State Human Rights Commission to assure that State agencies are in compliance with their own plans.

RECOMMENDATIONS:

The New Mexico Advisory Committee recommends that the State of Mexico, through legislative and executive action, establish permanent equal employment opportunity policies which include a requirement for annual affirmative action plans by all State agencies, departments, and commissions. This requirement must not exclude those State agencies and departments which are exempted from the New Mexico Personnel Act (such as the State higher education system and the State Police).

These policies should establish specific standards and criteria which must be met in the development, implementation and evaluation of all affirmative action plans. The State should require that all plans contain at least the following items:

a. A statement outlining the agency's equal employment opportunity policy;

b. The appointment of a senior agency official with responsibility and authority to implement the plan;

c. Publication and distribution of the plan to all employees and provide training programs regarding its content and implementation;

d. A survey and analysis of minority and female employment by department and job classification to determine extent of underutilization;

e. The establishment of specific, measurable, attainable hiring and promotion goals with target dates in each area of underutilization;

f. The assignment of specific responsibility to all managers and superiors to assist in meeting agency goals;

g. The establishment of specific programs to implement affirmative action goals. These should include but not be limited to recruitment, training, counseling, upward mobility, review and revision of job descriptions, hiring criteria, and employment procedures to insure nondiscrimination;

h. The establishment of supportive agency and community programs, such as social service counseling, transportation, day care services, and housing and relocation assistance; and

i. The development of internal systems to monitor and measure progress on a regular basis.

The New Mexico Advisory Committee further recommends that the legislature assign to the State Human Rights Commission the responsibility for review, approval, and monitoring of State agency affirmative action plans. This State Commission would also provide technical assistance and training in the development, implementation, and evaluation of the plans. To fulfill this mandate, the legislature must provide this agency with the authority to enforce compliance with State affirmative action requirements and increase its funding to aggressively carry out this expanded role.

FINDING #5: Although the State Personnel Board is currently validating test instruments, the use of written tests is still the primary means for assessing qualifications of applicants for State employment. Additionally, a number of tests presently being used by the board were described by some State officials as culturally biased against Indian employment.

RECOMMENDATIONS:

The Advisory Committee recommends that the Personnel Board reassess its policies toward written test requirements. Except for positions where it can be established that a written test is essential to deter-

mine qualifications or predict job-related performance, this requirement should be abolished as a prerequisite to State employment.

The New Mexico Advisory Committee further recommends that the State Personnel Board undertake a comprehensive evaluation of its testing policies, practices, and procedures to insure against all forms of cultural, racial, and language bias. The evaluation must include structured participation by major New Mexico Indian tribes and resource organizations. This direct involvement by Indian representatives is essential to the process of identifying and eliminating discriminatory elements in all aspects of merit system testing, including test instruments, test administration, and utilization of test results.

FINDING #6: The New Mexico Advisory Committee finds that although the Public Services Career Program, through its outreach component, has the responsibility for contacting and recruiting potential minority applicants for State employment and upgrading minority employees presently working in State government, its impact on American Indians has been negligible.

RECOMMENDATIONS:

The New Mexico Advisory Committee believes that the Public Service Careers Program should be used as a major vehicle for increasing Indian employment opportunities in State government. The Advisory Committee recommends that a higher priority be placed on securing Indian participation in both the entry level and upgrade components of this federally funded program. Goals and timetables for substantially increasing Indian enrollment must be established without delay.

The Advisory Committee further recommends that the concepts employed in the Public Service Careers Program, which are designed to reduce institutionalized barriers to minority employment, should be extended throughout the New Mexico Merit System.

FINDING #7: At the present time, there is no systemwide cultural awareness program to make supervisors and other State officials more cognizant of Indian values and cultural needs.

RECOMMENDATION:

The New Mexico Advisory Committee recommends that all New Mexico State agency directors, managers, and supervisors be required to successfully complete an intensive Indian cultural awareness training program directed and staffed by Indian personnel. This orientation program should also be made mandatory for all State employees whose job duties require frequent interaction with Indian people. It would familiarize and sensitize non-Indians to the culture, language, history, and customs of American Indians in New Mexico.

FINDING #8: The New Mexico Advisory Committee finds that there has been no consistent effort on the part of the State Personnel Office or any of the State agencies to actively recruit American Indians for employment.

RECOMMENDATION:

The New Mexico Advisory Committee strongly recommends that the State Personnel Office intensify and institutionalize its Indian outreach and recruitment efforts. Projected goals and timetables must be established for recruitment of Indians in State government. At the same time, Indian outreach programs must incorporate mechanisms for systematic and continuous coordination with all primary recruitment sources, including tribes, pueblos, schools, employment and social service agencies, and Indian resource groups. The Advisory Committee believes that for this effort to succeed a broad cross section of Indian representation must be involved.

As an integral part of its affirmative action program, each State agency should be required to develop outreach and recruitment programs directed at attracting Indian applicants for employment at all levels. Adequate staff resources must be committed to insure meaningful results.

The Advisory Committee recommends that the Indian Affairs Commission should provide direct assistance in the development of all Indian outreach and recruit-

programs and be actively involved in their implementation.

The Advisory Committee further recommends that the State Personnel Office establish job development programs specifically designed to prepare Indians for careers in State government. Federal funds allocated to New Mexico under the Comprehensive Employment Training Act (29 U.S.C. §801 et. seq. (Supp. 1974)) can be used for this purpose.

FINDING #9: The New Mexico Advisory Committee finds that although conditions outlined in its report may be the result of inadequacies within the State's Merit System and not the result of State policy or conscious acts on the part of State officials, the task of providing equal employment opportunities for American Indians in New Mexico State government remains to be fulfilled.

RECOMMENDATIONS:

The New Mexico Advisory Committee recommends that the State legislature establish a special committee to undertake a total and comprehensive review of the New Mexico Personnel Act and Merit system regulations to identify and eliminate existing discriminatory barriers.

Although the review of job classification standards has produced some positive revisions, the process of insuring realistic education, experience, and performance requirements for all positions must be continued and intensified. All job standards must be based on what is required to perform the duties of a position.

The New Mexico Personnel Rules 203.5 provide for special certification, including preferential certification based on bilingual ability. This existing provision in the regulations could be used much more widely by State agencies having a valid need for increasing Indian employment as a result of their organizational mandate. Many New Mexico State agencies provide services to, or otherwise directly interact, with Indian tribes, pueblos, and resource organizations. The New Mexico Personnel Board should apply preferential certification in a manner which supports agency as well as equal employment opportunity goals.

The New Mexico Personnel Board must also establish policies which permit Indian employees to observe special tribal and religious ceremonial holidays without jeopardizing their employment status. Indian as well as non-Indian people should be allowed to exercise their deeply held religious and cultural beliefs without discriminatory effects.

Recognizing that Indian people often face difficult problems when they leave their communities for employment elsewhere, the Advisory Committee recommends that the State Personnel Office, in conjunction with the Bureau of Indian Affairs, establish a program to provide direct assistance to Indians willing to relocate to other parts of the State to seek State employment. This relocation program should include adequate financial and housing assistance, counseling, health care, and social services.

The State Personnel Office should work closely with the Bureau of Indian Affairs, the Indian Health Service, and other Federal agencies employing significant numbers of Indians. The State Personnel Office should aggressively seek out technical assistance from the Equal Employment Opportunity Commission, the Civil Service Commission, and specialized Indian resource organizations in developing affirmative action programs.

Finally, the Advisory Committee believes that it is important for the State Personnel Office to set an example for other State agencies by increasing its Indian employment at all levels and implementing an aggressive affirmative action program. Increased Indian employment in the State Personnel Office will in itself make the State personnel system more responsive and sensitive to Indian needs.

APPENDIX A

Distribution of Indian State Employees

By Agency: New Mexico

For 1971, 1973 and 1974

DISTRIBUTION OF STATE EMPLOYEES
BY AGENCY: NEW MEXICO

Agency	December 1971 1/			August 1973 2/			March 1974 3/			Absolute Change in Indian Employment 1971-1974
	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	
Attorney General	27	0	0.0	30	0	0.0	31	0	0.0	-
State Auditor	29	0	0.0	30	0	0.0	29	0	0.0	-
Bureau of Revenue	309	2	0.6	287	2	0.7	321	5	1.6	+ 3
Motor Transportation Dept.	197	3	1.5	197	3	1.5	200	3	1.5	-
Surplus Property	12	0	0.0	12	0	0.0	12	0	0.0	-
Dept. of Fin. & Admin. (333)				12	0	0.0	10	0	0.0	
Dept. of Fin. & Admin. (334)	186	0	0.0	70	0	0.0	72	1	1.4	+ 3
Dept. of Fin. & Admin. (335)				168	1	0.6	168	2	1.2	
State Investment Council	6	0	0.0	5	0	0.0	6	0	0.0	-
Educational Retirement Board	14	0	0.0	17	0	0.0	17	0	0.0	-
Employment Security Commission	765	51	6.7	710	33	4.6	706	32	4.5	-19
Manpower Planning & Grants Admin.	4	0	0.0	50	1	2.0	57	1	1.8	+ 1
Motor Vehicle Department	293	3	1.0	254	2	0.8	316	4	1.3	+ 1
Oil & Gas Accounting Comm.	20	0	0.0	20	0	0.0	21	0	0.0	-

DISTRIBUTION OF STATE EMPLOYEES
BY AGENCY: NEW MEXICO

Agency	December 1971 1/			August 1973 2/			March 1974 3/			Absolute Change in Indian Employment 1971-1974
	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	
Public Employees Retirement Board	26	1	3.8	28	1	3.6	28	1	3.6	-
PERA-Social Security	(1)	(1)	(1)	4	0	0.0	4	0	0.0	-
Public Records	(1)	(1)	(1)	24	0	0.0	26	0	0.0	-
Secretary of State	16	0	0.0	17	0	0.0	17	0	0.0	-
State Personnel Office (377)	60	2	3.3	20	0	0.0	22	0	0.0	- 1
State Personnel Office (378)				52	1	1.9	55	1	1.8	
State Planning Office (379)	61	2	3.3	67	3	4.5	69	4	5.8	+ 2
State Purchasing Agent	14	0	0.0	15	0	0.0	17	0	0.0	-
Dept. of Fin. & Admin. (381)	(1)	(1)	(1)	22	1	4.5	24	1	4.2	+ 1
Property Appraisal Dept.	43	1	2.3	47	2	4.3	46	1	2.2	-
State Treasurer	15	0	0.0	15	0	0.0	14	0	0.0	-
Aviation Board	4	0	0.0	5	0	0.0	5	0	0.0	-
State Banking Dept.	15	0	0.0	18	0	0.0	18	0	0.0	-
Consolidated Constr. Licensing	57	0	0.0	63	0	0.0	66	0	0.0	-

DISTRIBUTION OF STATE EMPLOYERS
BY AGENCY: NEW MEXICO

Agency	December 1971 [1]			August 1973 [2]			March 1974 [3]			Absolute Change in Indian Employment 1971-1974
	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	
State Corporation Comm. (424)	88	1	1.1	49	0	0.0	49	0	0.0	- 1
Board of Cosmetology	5	0	0.0	4	0	0.0	4	0	0.0	-
Dry Cleaning Board	2	0	0.0	2	0	0.0	2	0	0.0	-
Alcoholic Beverage Control	17	0	0.0	20	0	0.0	18	0	0.0	-
State Corporation Comm. (440)	(1)	(1)	(1)	11	0	0.0	12	0	0.0	-
Human Rights Commission	6	0	0.0	5	0	0.0	5	0	0.0	-
Labor & Industrial Comm.	17	0	0.0	17	0	0.0	21	0	0.0	-
Liquefied Petroleum Gas Comm.	8	0	0.0	8	0	0.0	8	0	0.0	-
NM Board of Medical Examiners	2	0	0.0	2	0	0.0	2	0	0.0	-
Board of Nursing	4	0	0.0	6	0	0.0	5	0	0.0	-
Board of Pharmacy	4	0	0.0	8	0	0.0	7	0	0.0	-
Professional Engineers & Land Surv.	3	0	0.0	4	0	0.0	3	0	0.0	-
Public Service Commission	13	0	0.0	16	0	0.0	16	0	0.0	-
Racing Commission	3	0	0.0	7	0	0.0	5	0	0.0	-

DISTRIBUTION OF STATE EMPLOYEES
BY AGENCY: NEW MEXICO

Agency	December 1971 1/			August 1973 2/			March 1974 3/			Absolute Change in Indian Employment 1971-1974
	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	
Real Estate Commission	5	0	0.0	6	0	0.0	7	0	0.0	-
Inspector of Mines	12	0	0.0	10	0	0.0	12	0	0.0	-
State Corporation Comm. (475)	1	1	(1)	29	1	3.4	28	0	0.0	- 1
Livestock Board	90	0	0.0	90	0	0.0	97	0	0.0	-
Department of Development	49	0	0.0	59	2	3.4	61	2	3.3	+ 2
Game & Fish	192		1.0	201	2	1.0	195	2	1.0	-
State Forestry	25	0	0.0	42	0	0.0	34	0	0.0	-
Grasshopper Control	(1)	(1)	(1)	2	0	0.0	2	0	0.0	-
Inter Tribal Indian Ceremonial	4	1	25.0	4	1	25.0	4	1	25.0	-
State Land Office	99	0	0.0	110	0	0.0	110	0	0.0	-
Oil Conservation Commission	45	0	0.0	45	1	2.2	47	1	2.1	+ 1
Park & Recreation Comm.	103	1	1.0	119	1	0.8	100	1	1.0	-
Natural Resource Conservation	(1)	(1)	(1)	3	0	0.0	4	0	0.0	-
Engineer & Interstate Stream (550)	106	0	0.0	115	0	0.0	115	0	0.0	-

DISTRIBUTION OF STATE EMPLOYEES
BY AGENCY: NEW MEXICO

Agency	December 1971 [1]			August 1973 [2]			March 1974 [3]			Absolute Change in Indian Employment 1971-1974
	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	
State Fair Commission	28	0	0.0	33	0	0.0	34	0	0.0	-
Carrie Tingley Hospital	130	0	0.0	139	0	0.0	141	0	0.0	-
Commission on Alcoholism	45	0	0.0	80	8	10.0	74	8	10.8	+ 8
Commission on Indian Affairs	3	2	66.6	4	2	50.0	6	4	66.7	+ 2
Health & Social Services	1,544	46	3.0	1,917	65	3.4	2,045	61	3.0	+ 15
Commission on Aging	9	0	0.0	9	0	0.0	13	0	0.0	-
Governor's Comm. on Children and Youth	8	0	0.0	5	0	0.0	7	0	0.0	-
Dept. of Hospitals and Institutions	1,532	6	0.4	1,716	16	0.9	1,799	11	0.6	+ 5
Veterans Service Commission	21	0	0.0	20	0	0.0	21	0	0.0	-
Dept. of Military Affairs	(1)	(1)	(1)	10	0	0.0	10	0	0.0	-
Dept. of Corrections	532	4	0.8	517	5	1.0	530	6	1.1	+ 2
Traffic Safety Commission	8	0	0.0	10	0	0.0	11	0	0.0	-
Law Enforcement Academy	8	0	0.0	12	0	0.0	12	0	0.0	-
State Highway Department	2,742	58	2.1	3,262	77	2.4	3,033	74	2.4	+ 16

DISTRIBUTION OF STATE EMPLOYEES
BY AGENCY: NEW MEXICO

Agency	December 1971 [1]			August 1973 [2]			March 1974 [3]			Absolute Change in Indian Employment 1971-1974
	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	
Arts Commission	3	1	33.3	3	0	0.0	6	1	16.7	-
Museum of New Mexico (910)				79	3	3.8	73	4	5.5	
Museum of New Mexico (911)	150	3	1.7	25	1	4.0	17	1	5.9	+ 2
Museum of New Mexico (912)				10	0	0.0	12	0	0.0	
Old Lincoln County Memorial	12	0	0.0	16	0	0.0	14	0	0.0	-
State Library	72	0	0.0	66	1	1.5	66	2	3.0	+ 2
Education Department				187	0	0.0	214	0	0.0	
Vocational Rehab. (944)				197	2	1.0	207	2	1.0	
Vocational Rehab. (945)	502	2	0.4	25	0	0.0	33	0	0.0	-
Vocational Rehab. (946)				69	0	0.0	74	0	0.0	
Board of Educational Finance	9	0	0.0	8	0	0.0	8	0	0.0	-
Radio Communications	25	0	0.0	28	0	0.0	30	0	0.0	-
Embalmers & Funeral Directors	(1)	(1)	(1)	2	0	0.0	2	0	0.0	-
Office of Manpower Admin.	(1)	(1)	(1)	(1)	(1)	(1)	33	0	0.0	0

DISTRIBUTION OF STATE EMPLOYEES
BY AGENCY: NEW MEXICO

Agency	December 1971 1/			August 1973 2/			March 1974 3/			Absolute Change in Indian Employment 1971-1974
	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	Total Employees	# of Indians	% Indian	
Public Defender Dept.	(1)	(1)	(1)	(1)	(1)	(1)	28	0	0.0	-
TOTAL	10,458	192	1.8	11,543	238	2.1	11,903	236		+ 44

(1) Agency did not exist in December 1971.
- Indicates that no Indians were in Agency over 3-year period.

SOURCE: 1/ State Personnel Board, Minority Groups in State Government: A Report to the Governor by the New Mexico State Personnel Board, Santa Fe, New Mexico. (1972) Table 7, p.17.

2/ State Personnel Board, Minority Groups Report, Computer Printout dated 8/31/73.

3/ State Personnel Board, Minority Groups Report, Computer Printout dated 3/29/74.

APPENDIX B

Geographic Distribution of State Employment for Eight Selected State Agencies by County: March 1974

New Mexico State Personnel Office
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	2	0	1	0	0	0	3
Dona Ana	0	1	0	0	0	0	1
Santa Fe	20	50	0	1	0	0	71
Total	22	51	1	1	0	0	75

New Mexico Department of Education
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	1	1	0	0	0	0	2
Rio Arriba	0	1	0	0	0	0	1
San Miguel	0	2	0	0	0	0	2
Santa Fe	93	105	0	0	0	7	205
Total	94	109	0	0	0	7	210

SOURCE: New Mexico State Personnel Board. Minority Groups Report, Part I, Santa Fe, Mar. 29, 1974.

Department of Health and Social Services
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	262	224	7	17	1	-	511
Catron	2	1	0	0	0	-	3
Chaves	54	18	0	1	0	-	73
Colfax	20	2	0	0	0	-	22
Curry	53	11	0	2	0	-	66
De Baca	6	0	0	0	0	-	6
Dona Ana	53	44	0	6	0	-	103
Eddy	43	8	0	1	0	-	52
Grant	19	10	0	0	0	-	29
Guadalupe	3	10	0	0	0	-	13
Harding	2	0	0	0	0	-	2
Hidalgo	7	4	0	0	0	-	11
Lea	37	3	0	4	0	-	44
Lincoln	4	4	0	0	0	-	8
Los Alamos	0	0	0	0	0	-	0
Luna	9	4	0	1	0	-	14
McKinley	18	10	20	2	0	-	50
Mora	0	15	0	0	0	-	15
Otero	17	11	1	3	0	-	32
Quay	10	8	0	1	0	-	19
Rio Arriba	7	58	2	0	0	-	67
Roosevelt	14	3	0	0	0	-	17
Sandoval	0	1	0	0	0	-	1
San Juan	47	9	20	0	1	-	77
San Miguel	21	45	0	0	0	-	66
Santa Fe	273	261	4	1	2	-	541
Sierra	11	8	0	0	0	-	19
Socorro	6	12	0	0	0	-	18
Taos	4	41	4	1	0	-	50
Torrance	9	4	0	0	0	-	13
Union	4	4	0	0	0	-	8
Valencia	24	29	3	0	0	-	56
Total	1039	862	61	40	4	-	2006

SOURCE: New Mexico State Personnel Board. Minority Groups Report. Part I. Santa Fe 3/29/74.

Employment Security Commission
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	171	250	13	12	1	-	447
Catron	-	-	-	-	-	-	-
Chaves	16	8	0	1	0	-	25
Colfax	1	1	0	0	0	-	2
Curry	6	2	0	0	0	-	8
De Baca	-	-	-	-	-	-	-
Dona Ana	17	19	0	0	0	-	36
Eddy	11	2	0	0	0	-	13
Grant	4	2	0	0	0	-	6
Gaudalupe	-	-	-	-	-	-	-
Harding	0	1	0	0	0	-	1
Hidalgo	-	-	-	-	-	-	-
Lea	10	2	0	1	0	-	13
Lincoln	-	-	-	-	-	-	-
Los Alamos	-	-	-	-	-	-	-
Luna	1	0	0	0	0	-	1
McKinley	5	6	10	0	0	-	21
Mora	-	-	-	-	-	-	-
Otero	8	3	0	0	0	-	11
Quay	3	1	0	0	0	-	4
Rio Arriba	1	11	4	0	0	-	16
Roosevelt	3	0	0	0	0	-	3
Sandoval	-	-	-	-	-	-	-
San Juan	9	3	5	0	0	-	17
San Miguel	1	12	0	0	0	-	13
Santa Fe	19	31	0	0	0	1	51
Sierra	-	-	-	-	-	-	-
Socorro	-	-	-	-	-	-	-
Taos	1	7	0	0	0	-	8
Torrance	3	3	0	0	0	-	6
Union	-	-	-	-	-	-	-
Valencia	1	1	0	0	0	-	2
Total	291	365	32	14	1	1	704

SOURCE: New Mexico State Personnel Board: Minority Groups Report, Part I. Santa Fe, 3/29/74.

New Mexico State Highway Department
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	157	187	25	3	0	-	372
Catron	10	22	0	0	0	-	32
Chaves	135	68	0	2	1	-	206
Colfax	18	18	1	0	0	-	37
Curry	10	2	0	0	0	-	12
De Baca	0	10	0	0	0	-	10
Dona Ana	24	24	0	1	0	-	49
Eddy	10	7	0	0	0	-	17
Grant	15	17	0	0	0	-	32
Guadalupe	8	28	0	0	0	-	36
Harding	1	7	0	0	0	-	8
Hidalgo	17	25	0	0	0	-	42
Lea	38	3	0	1	0	1	43
Lincoln	24	27	0	0	0	-	51
Los Alamos	-	-	-	-	-	-	-
Luna	87	98	2	4	0	-	191
McKinley	6	14	19	0	0	-	39
Mora	2	23	0	0	0	-	25
Otero	22	3	0	0	0	-	25
Quay	23	20	1	0	0	-	44
Rio Arriba	2	36	0	0	0	-	38
Roosevelt	8	0	0	0	0	-	8
Sandoval	0	15	2	0	0	-	17
San Juan	3	12	7	0	0	-	22
San Miguel	46	245	1	0	0	-	292
Santa Fe	432	747	13	4	1	-	1,197
Sierra	1	11	0	0	0	-	12
Socorro	5	13	0	0	0	-	18
Taos	3	33	0	0	0	-	36
Torrance	9	31	0	0	0	-	40
Union	12	20	0	0	0	-	32
Valencia	11	21	3	0	0	-	35
Total	1139	1787	74	15	2	1	3018

SOURCE: New Mexico State Personnel Board. Minority Groups Report. Part I. Santa Fe 3/29/74.

Department of Motor Vehicles
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	11	50	1	3	0	-	65
Catron	-	-	-	-	-	-	-
Chaves	1	4	0	0	0	-	5
Colfax	0	3	1	0	0	-	4
Curry	3	3	0	0	0	-	6
De Baca	-	-	-	-	-	-	-
Dona Ana	4	5	0	0	0	-	9
Eddy	3	3	0	1	0	-	7
Grant	2	1	0	0	0	-	3
Guadalupe	-	-	-	-	-	-	-
Harding	-	-	-	-	-	-	-
Hidalgo	-	-	-	-	-	-	-
Lea	-	-	-	-	-	-	-
Lincoln	-	-	-	-	-	-	-
Los Alamos	0	1	0	0	0	-	1
Luna	-	-	-	-	-	-	-
McKinley	0	3	0	0	0	-	3
Mora	-	-	-	-	-	-	-
Otero	4	3	0	0	0	-	7
Quay	-	-	-	-	-	-	-
Rio Arriba	0	4	0	0	0	-	4
Roosevelt	-	-	-	-	-	-	-
Sandoval	-	-	-	-	-	-	-
San Juan	-	-	-	-	-	-	-
San Miguel	0	2	0	0	0	-	2
Santa Fe	19	161	2	0	0	-	182
Sierra	-	-	-	-	-	-	-
Socorro	1	1	0	0	0	-	2
Taos	0	3	0	0	0	-	3
Torrance	-	-	-	-	-	-	-
Union	0	2	0	0	0	-	2
Valencia	0	5	0	0	0	-	5
Total	48	254	4	4	0	-	310

SOURCE: New Mexico State Personnel Board. Minority Groups Report. Part I. Santa Fe 3/29/74.

New Mexico Park and Recreation Commission
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	-	-	-	-	-	-	-
Catron	-	-	-	-	-	-	-
Chaves	2	1	0	0	0	-	3
Colfax	-	-	-	-	-	-	-
Curry	0	1	0	0	0	-	1
De Baca	0	1	0	0	0	-	1
Dona Ana	1	0	0	0	0	-	1
Eddy	-	-	-	-	-	-	-
Grant	-	-	-	-	-	-	-
Guadalupe	-	-	-	-	-	-	-
Harding	0	1	0	0	0	-	1
Hidalgo	-	-	-	-	-	-	-
Lea	-	-	-	-	-	-	-
Lincoln	-	-	-	-	-	-	-
Los Alamos	-	-	-	-	-	-	-
Luna	0	4	0	0	0	-	4
McKinley	-	-	-	-	-	-	-
Mora	0	1	0	0	0	-	1
Otero	-	-	-	-	-	-	-
Quay	3	1	1	0	0	-	5
Rio Arriba	0	1	0	0	0	-	1
Roosevelt	2	0	0	0	0	-	2
Sandoval	-	-	-	-	-	-	-
San Juan	4	2	0	0	0	-	6
San Miguel	9	7	0	0	0	-	16
Santa Fe	15	26	0	1	0	-	42
Sierra	5	5	0	0	0	-	10
Socorro	-	-	-	-	-	-	-
Taos	0	3	0	0	0	-	3
Torrance	-	-	-	-	-	-	-
Union	2	0	0	0	0	-	2
Valencia	0	1	0	0	0	-	1
Total	43	55	1	1	0	-	100

SOURCE: New Mexico State Personnel Board. Minority Groups Report. Part I. Santa Fe 3/29/74.

New Mexico Game and Fish Department
Distribution of State Jobs
By County: New Mexico

County	Anglo	Mexican American	Indian	Black	Asian American	Unspecified	Total
Bernalillo	13	1	0	0	0	-	14
Catron	1	1	0	0	0	-	2
Chaves	6	1	0	0	0	-	7
Colfax	8	0	0	0	0	-	8
Curry	-	-	-	-	-	-	-
De Baca	-	-	-	-	-	-	-
Dona Ana	11	0	0	0	0	-	11
Eddy	3	0	0	0	0	-	3
Grant	3	0	0	0	0	-	3
Guadalupe	1	1	1	0	0	-	3
Harding	-	-	-	-	-	-	-
Hidalgo	1	8	0	0	0	-	9
Lea	1	0	0	0	0	-	1
Lincoln	-	-	-	-	-	-	-
Los Alamos	-	-	-	-	-	-	-
Luna	-	-	-	-	-	-	-
McKinley	1	0	0	0	0	-	1
Mora	-	-	-	-	-	-	-
Otero	1	0	0	0	0	-	1
Quay	1	0	0	0	0	-	1
Rio Arriba	3	6	0	0	0	-	9
Roosevelt	2	0	0	0	0	-	2
Sandoval	3	1	0	0	0	-	4
San Juan	2	0	1	0	0	-	3
San Miguel	2	6	0	0	0	-	8
Santa Fe	52	30	0	0	0	-	82
Sierra	1	0	0	0	0	-	1
Socorro	1	1	0	0	0	-	2
Taos	6	8	0	0	0	-	14
Torrance	-	-	-	-	-	-	-
Union	-	-	-	-	-	-	-
Valencia	5	3	0	0	0	-	8
Total	128	67	2	0	0	-	197

SOURCE: New Mexico State Personnel Board: Minority Groups Report. Part I. Santa Fe, 3/29/74.